

<p>1 Tuesday, 6 March 2018 2 (10.30 am) 3 THE CHAIR: Good morning, everyone. Good morning, 4 Ms Scolding. 5 MS SCOLDING: Good morning, chair and panel. This morning 6 we have first evidence from witness AN-A15, who is 7 already sitting in the witness box. So may I ask the 8 usher to swear the witness? 9 WITNESS AN-A15 (sworn) 10 Examination by MS SCOLDING 11 MS SCOLDING: Thank you very much. Good morning. I am 12 going to call you A15. We have had a chat about this. 13 I know it sounds impersonal. It is not meant to. It is 14 meant to be trying to help you. Thank you very much for 15 coming to give your evidence to the inquiry. 16 Can I just say a couple of things to you before we 17 start. Firstly, this isn't a test of memory. If you 18 can't remember any details or anything like that, please 19 just say so. We know that the events in question 20 happened a long time ago now. 21 Secondly -- we have already talked about this -- if 22 you need to have a break at any time, please do let me 23 know. We can break whenever you want, for whatever 24 reason. It really doesn't matter. 25 You have now been sworn Ms A15. I can't not give</p> <p style="text-align: center;">Page 1</p>	<p>1 school, I went to the church service and helped out 2 after church service with the younger children at Sunday 3 school. 4 Q. How often did that mean that you would see him? 5 A. At least twice a week, with choir practice and then 6 services on a Sunday, and possibly, you know, at other 7 times if we had extra practice. 8 Q. As I understand it, another important factor is the fact 9 that Reverend Rideout would be considered to have been 10 a commissioned officer; is that right? 11 A. He was, yes. 12 Q. We will talk a bit later on about what difference that 13 made to the lives that the both of you were able to lead 14 on the army base. 15 Can I take you now, if you wouldn't mind, to 16 paragraph 22 of your witness statement. 17 A. Okay. 18 Q. I am going to read those out to you, read paragraphs 22 19 to 26 out to you, and then I will ask you to confirm 20 whether or not it is true. 21 A. Okay. 22 Q. "Whilst I lived on the army base at [irrelevant] 23 Padre Gordon Rideout was chaplain of the Anglican Church 24 at the military base. The abuse occurred between the 25 ages of approximately 10 to 12 years for a period of</p> <p style="text-align: center;">Page 3</p>
<p>1 you a Mrs or Ms title, I'm afraid. 2 There is a bundle in front of you which has both 3 a witness statement from you in and also some documents 4 behind it. At some point, I am going to ask you to look 5 at that, but I will let you know and take you to that. 6 If I can identify, you grew up as a child in the 7 army, didn't you, and your dad worked in the army? 8 A. He did, yes. 9 Q. Was he an officer or was he in the ranks? 10 A. He was in the ranks. 11 Q. That therefore meant you moved around a lot when you 12 were growing up; is that right? 13 A. We did. 14 Q. When you were around 9, you moved to an army base in 15 England; is that right? 16 A. Yes. 17 Q. That's when the abuse occurred by Reverend 18 Gordon Rideout; is that right? 19 A. Yes. 20 Q. When you were living on the army base, we understand 21 that Reverend Rideout was the chaplain; is that right? 22 A. Yes. 23 Q. What did you do that brought you into contact with him 24 at that time? 25 A. I was a member of the choir and went to help at Sunday</p> <p style="text-align: center;">Page 2</p>	<p>1 between a year and 18 months and the abuse started 2 nearer to my 11th birthday than my 10th at some point in 3 1970, ending at some point in 1972. Myself and two 4 other girls reported the abuse and in November 1972 5 there was a court martial hearing. Gordon Rideout was 6 acquitted after the court martial hearing and I will 7 discuss this later in my statement." 8 We will come on to have some questions about that 9 later: 10 "I saw Gordon Rideout every time I went to church, 11 Sunday school, choir practice and confirmation lessons. 12 Therefore, that meant I saw him practically two to three 13 times a week at least, sometimes more. Rideout showed 14 me a lot of attention and was very touchy-feely. He was 15 always putting his arm around me or hand on my arm or my 16 back or my bottom. He did this quite openly and 17 casually with others around. He made me feel wanted, 18 which was in contrast to my home life. 19 "It started by him being very nice to me and showing 20 me attention. Then gradually he would start to abuse me 21 whilst we were on our own. I would be on my own with 22 him in the church after choir practice or confirmation 23 lessons or Bible class and he would start hugging me or 24 putting his arm around me. I am afraid I just cannot 25 say how frequently this occurred. I can say it was</p> <p style="text-align: center;">Page 4</p>

1 a regular basis whenever he got the chance whenever we
 2 were alone for a period of time. It gradually moved on
 3 to touching me more and more inappropriately, including
 4 touching my breasts and eventually moving to starting
 5 putting his hand up my skirt. He would put his hand
 6 inside my knickers and rub my bottom and make me touch
 7 him on his penis generally outside his clothes.
 8 "One incident that stands out in my memory is that
 9 when I and my brother [redacted] went to Rideout's house
 10 in the officers' quarters, Rideout took me upstairs.
 11 I remember standing in a room where there was an ironing
 12 board. Rideout then touched me inside my knickers and
 13 because ..."
 14 We need to stop the tape. Apologies. That was my
 15 fault, not yours:
 16 Chair, could I invite you to make a restriction
 17 order for any material which will identify from the
 18 point of, at paragraph 25, "when I and my brother".
 19 THE CHAIR: Yes.
 20 MS SCOLDING: We will get that written up later today.
 21 I apologise. Can we restart now?:
 22 "Rideout then touched me inside my knickers and,
 23 because he was standing pressing into me, I know he had
 24 an erection. I believe that a man who is a padre was
 25 a man of God and being in the army he was a higher rank

Page 5

1 than my father and so I didn't think anyone would
 2 believe me.
 3 "At first I didn't realise that he was also doing
 4 this to other girls. Then three of us (myself [and two
 5 others] who were the same age as me and both had parents
 6 in the army and were at the same school together and
 7 went to church together) started talking about what was
 8 happening and talked about telling somebody. I remember
 9 this was in the summer holidays because we were hanging
 10 around the base at the time. Lived three doors away
 11 from me and lived somewhere else on the camp. It
 12 started by us talking about him and not wanting to go to
 13 choir practice and I am afraid I cannot remember the
 14 exact details of the conversation, but we all started to
 15 realise that it was happening to all of us as we were
 16 talking about our reluctance to go to church. We then
 17 started to make excuses about not going to Sunday school
 18 and church. [Name redacted] broke down and told her mum
 19 and I assume her mum or dad must have reported it to the
 20 Royal Military Police because they then got involved.
 21 My parents did not notice at all my reluctance to attend
 22 Sunday school or church. I think they were completely
 23 oblivious to the whole thing."
 24 Having just read that passage out -- and I apologise
 25 for having to stop the feed -- is that true?

Page 6

1 **A. Yes.**
 2 Q. Thank you very much. So the first time your parents
 3 knew the fact that something had happened between you
 4 and Reverend Rideout was when the Royal Military Police
 5 knocked on your door; is that right?
 6 **A. Yes.**
 7 Q. When they knocked on your door, they came and they took
 8 a statement from you, didn't they?
 9 **A. I can't remember if they took a statement then or I was**
 10 **taken somewhere to have the statement.**
 11 Q. You were taken somewhere to have a statement. Was
 12 anybody with you when you were having the statement
 13 taken?
 14 **A. My mother.**
 15 Q. Who took the statement from you?
 16 **A. I only know this is her name because I have just read**
 17 **through all the stuff, but it was Lindsay.**
 18 Q. A lady?
 19 **A. Yes.**
 20 Q. How do you feel you were treated by the Royal Military
 21 Police during the course of them interviewing you and
 22 questioning you?
 23 **A. I think we were treated very much as they would treat**
 24 **anybody else, as they would have treated an adult. We**
 25 **weren't -- no exceptions were made because we were 12.**

Page 7

1 Q. So nobody gave you any instructions about -- nobody
 2 helped you, nobody changed the questions?
 3 **A. No, not as far as I'm aware.**
 4 Q. I understand you then had to go through the court
 5 martial. How old were you at the time when the court
 6 martial happened?
 7 **A. 12.**
 8 Q. When you gave evidence at the court martial, or before
 9 you gave evidence, did anybody come and talk to you
 10 about what would be happening or how you would give your
 11 evidence?
 12 **A. Not that I remember. We were taken on a military bus to**
 13 **where the court martial was happening. We were put in**
 14 **a room with MPs everywhere with their guns and told not**
 15 **to talk to anybody, to sit in the chair, not speak, not**
 16 **talk. We weren't shown or told anything. We were**
 17 **just -- yeah.**
 18 Q. So you were made to feel -- I think you say in your
 19 statement, you felt very intimidated?
 20 **A. Very. Yes.**
 21 Q. When you came to give your evidence -- you are obviously
 22 giving evidence today -- what was the layout of the room
 23 like when you were giving your evidence?
 24 **A. It was a big D-shape of tables with everyone in uniform**
 25 **and with their hats and everything, the judges and**

Page 8

1 **whoever ahead of me, and one chair in the middle of it**
 2 **all where you sat, with everyone behind you, the public,**
 3 **my mum and dad, and then prosecution and defence, and**
 4 **Mr Rideout sat right there (indicating) looking at me.**
 5 Q. So he was less than --
 6 **A. He was there (indicating).**
 7 Q. How did that make you feel?
 8 **A. Terrified. Absolutely terrified.**
 9 Q. Now, the court martial eventually found him not guilty.
 10 What impact did that have on what happened around the
 11 army base? I mean, I understand army bases are quite
 12 closed areas. How did that impact upon you and your
 13 family after that happened?
 14 **A. My mum and dad never, ever talked about it, but**
 15 **I know -- until later in life -- that they were shunned**
 16 **and people ignored them, there was a big campaign to**
 17 **raise money for Padre Rideout for his defence and his**
 18 **family. My dad was -- you know, was a sergeant,**
 19 **Padre Rideout was an officer, and it made it very**
 20 **difficult.**
 21 Q. What difference did it make, the fact that you were the
 22 child of the ranks --
 23 **A. Of a sergeant.**
 24 Q. Of a sergeant, rather than the child of an officer, and
 25 that Reverend Rideout was an officer? What difference

Page 9

1 did that make in your treatment, do you think?
 2 **A. Huge. I mean, even -- you know, the camp was divided.**
 3 Q. Tell us about that.
 4 **A. All the ranks -- the lower ranks, anyone below officer,**
 5 **we all lived on one -- in one camp area, which there was**
 6 **a road around, but there was an actual main road, and**
 7 **then, on the other side of the main road was where all**
 8 **the officers lived, and you didn't go over there unless**
 9 **you were invited. You weren't allowed to just go to the**
 10 **officers' side.**
 11 Q. So Reverend Rideout taking an interest in you was
 12 almost -- it was an officer taking an interest in you?
 13 **A. Mmm.**
 14 Q. So it was someone who was deemed to be special or more
 15 important?
 16 **A. Absolutely, yes.**
 17 Q. Did that feed through in the way that you feel that you
 18 were treated during the course of the investigation and
 19 the court martial?
 20 **A. Yes, it did.**
 21 Q. So afterwards -- obviously it sounds as if you had
 22 a terrible time and you were ostracised.
 23 **A. Mmm-hmm.**
 24 Q. What other impact has the abuse had on your life?
 25 **A. It impacted on my relationship with certainly my father**

Page 10

1 **and with my parents. I mean, I think he found it**
 2 **incredibly difficult. He couldn't quite cope with it.**
 3 **You know, "Just don't think about it, don't talk about**
 4 **it". He was always very cold to me anyway.**
 5 Q. How do you think it's impacted -- how did it impact upon
 6 your education? I mean, you were 12 at the time, just
 7 starting your secondary education. How did it impact
 8 upon your education?
 9 **A. Looking back, I think it had a big impact on -- because**
 10 **I became very withdrawn and moody and didn't want to**
 11 **engage with anyone. I didn't trust anyone. I was kind**
 12 **of very much on my own. So I stopped taking an interest**
 13 **in my education.**
 14 Q. What impact did you stopping taking an interest in your
 15 education then have upon your adult life?
 16 **A. I kind of flitted around for a very long time. I mean,**
 17 **I would have -- I think I'm intelligent enough that**
 18 **I would have gone on and maybe gone to college.**
 19 **I wanted to be a vet, but that didn't happen because**
 20 **I didn't do very well with my O levels.**
 21 Q. How do you think it has impacted upon your ability to
 22 make relationships with other people in your adult life?
 23 **A. I have struggled. I struggled a lot. I think I was**
 24 **quite promiscuous for a while in my sort of older**
 25 **teenage days. I used to drink quite heavily, because**

Page 11

1 **that was the only way that I could become -- not close**
 2 **to somebody, but that was the only way that I could --**
 3 Q. You'd sort of medicate yourself?
 4 **A. Yes. I ended up as a single mother with three children**
 5 **after my first marriage. So, yes, I struggled a lot.**
 6 **I'm very lucky now, I have someone who is very**
 7 **supportive, but it's taken a long time, and I still**
 8 **struggle emotionally to be -- you know, to have a normal**
 9 **emotional life.**
 10 Q. You have obviously talked about finding it difficult to
 11 have a normal emotional life. How has your mental
 12 health been impacted by the abuse?
 13 **A. I've had a couple of, you know, incidents. I tried to**
 14 **take an overdose when I was about 14 and I found it all**
 15 **too much, I thought it would be easier just to take lots**
 16 **of tablets. When I was about 35, I had a complete**
 17 **breakdown, really, but that -- I think that was years of**
 18 **everything culminating. Yeah, I had a long period --**
 19 **not a long, huge period, but I had a period where I just**
 20 **couldn't cope with everything.**
 21 Q. That's obviously terrible. I'm so sorry.
 22 Can we move now to maybe something -- the 2012/2013
 23 police investigation. So in 2012, you were contacted by
 24 the police regarding your abuse by Reverend Rideout.
 25 What did the police say to you and what happened in

Page 12

1 respect of that particular investigation?
 2 **A. They asked if I would be willing to give a statement**
 3 **because they were investigating him. They couldn't**
 4 **prosecute him for what had happened to myself and the**
 5 **other two girls because they'd had the court martial,**
 6 **but this was to give bad witness evidence.**
 7 Q. Bad character?
 8 **A. Bad character, sorry. And I agreed to do that.**
 9 Q. How did you find the police and how did they treat you
 10 during this interview process?
 11 **A. Yes, worlds apart. They were much more enlightened and**
 12 **they made it very easy and they were very good.**
 13 Q. What support, if any, did you receive from the police
 14 during and after the trial? Did you receive any support
 15 from a victim support officer, or anybody like that?
 16 **A. I had a telephone number. It's obviously difficult**
 17 **because I live in the [redacted] and it is obviously**
 18 **a different jurisdiction.**
 19 Q. Sorry, if we could break feed.
 20 **A. It's a big place. Sorry.**
 21 Q. Really, don't worry. I did it first.
 22 Again, chair, can I invite you to make a restriction
 23 order for any material which may well identify. I think
 24 we know the geographic area.
 25 THE CHAIR: Indeed. Yes, I make that order.

Page 13

1 MS SCOLDING: Thank you very much.
 2 So you said you had a telephone number, but it was
 3 difficult, because of where you live --
 4 **A. Yes.**
 5 Q. -- to have that contact. Do you have anything you would
 6 like to tell the panel about what further steps could be
 7 taken by the police or prosecution authorities to help
 8 adults like you who come forward or who are involved in
 9 the process some years later? Is there any sort of
 10 lessons that you would like to share with the panel
 11 about that?
 12 **A. Access to some kind of counselling, an easy access to**
 13 **some kind of counselling, would be -- you know, would be**
 14 **a good thing.**
 15 Q. When you say "easy access to some kind of counselling",
 16 what do you mean? Do you mean it should be onsite or --
 17 so when, for example, the police interview you, there
 18 should be somebody available then and there or how do
 19 you think it should work, if you have any views?
 20 **A. There should be something where you can just pick up the**
 21 **telephone and make an appointment to actually go and**
 22 **speak -- be able to speak to somebody, to speak through**
 23 **these things. You know, it's not something I want to**
 24 **sit and speak to my husband about, because that -- it**
 25 **was in another lifetime. So you bottle it up, and**

Page 14

1 **mental health services, it's not easy to access**
 2 **anything. You can't go to your GP and say, "I've got**
 3 **this problem". You know, two years later, you might get**
 4 **an appointment, which is not helpful.**
 5 Q. So you would say specific services for survivors of
 6 non-recent -- adult survivors of non-recent abuse?
 7 **A. Yes.**
 8 Q. Having a sort of national service of some description
 9 where you can just pick up a phone?
 10 **A. Yes.**
 11 Q. After the trial in 2012, you received a letter from the
 12 Bishop of Chichester who at that time was the Reverend
 13 Martin Warner. If I could just say, chair and panel, it
 14 is behind tab 3. If I could indicate to the evidence
 15 handler, it is INQ000986_080 and INQ000986_081.
 16 You can either look at it in written form or it will
 17 also be on the screen. This was a letter that was
 18 written to you which identifies:
 19 "I am writing to express the sense of deep shame
 20 that the recent trial of Gordon Rideout has brought to
 21 the Church of England ..."
 22 Then it goes on to say various things:
 23 "I am aware that you were the first to make
 24 complaints ... and that [they] were dismissed at the
 25 time ... that you suffered abuse by him too and were

Page 15

1 right to bring the case to court ..."
 2 How did you feel when you received that letter and
 3 what is your view as to the contents of it?
 4 **A. Too little too late. I mean, it was 30-odd years or**
 5 **40 years after the events, which is a very long time for**
 6 **someone to come and say, "We're sorry that that**
 7 **happened".**
 8 Q. In order to try and help us all, what do you think the
 9 church could have done differently? What would you have
 10 liked the church to have done? What would have helped
 11 you?
 12 **A. They could have been more open to hearing what was**
 13 **happening.**
 14 Q. At the time?
 15 **A. At the time, and not been quite so dismissive about it,**
 16 **about -- you know, it wasn't just me. There was lots**
 17 **and lots of other people. He was allowed to carry on**
 18 **and carry on with a career and be honoured in his**
 19 **career. And they didn't listen to anybody.**
 20 Q. As far as dealing with you as an adult is concerned,
 21 what could they have done differently, if anything?
 22 Because they obviously wrote you a letter and said,
 23 "We're terribly sorry. This should never have
 24 happened"?
 25 **A. Yes.**

Page 16

1 Q. Anything else?

2 **A. No, I don't know. Sorry.**

3 Q. No, that's fine. Is there anything else you would like

4 to say to the chair and panel? You don't have to, but

5 if you want to say anything, now is your time.

6 **A. No, sorry.**

7 MS SCOLDING: Thank you very much, Ms A15, for coming.

8 THE CHAIR: On behalf of the panel, I would like to thank

9 the witness very much for coming forward and giving us

10 your testimony. Thank you. It is very much

11 appreciated.

12 (The witness withdrew)

13 MS SCOLDING: Chair, may I ask, if you wouldn't mind, taking

14 a break now so we can get everybody in, because the next

15 witness isn't anonymised?

16 THE CHAIR: We will just pause for five minutes or so for

17 this to take place. We won't take the break. We will

18 take the break a little later.

19 MS SCOLDING: That's fine. Thank you.

20 (10.58 am)

21 (A short break)

22 (11.03 am)

23 MR PHILIP JOHNSON (sworn)

24

25

Page 17

1 Examination by MS SCOLDING

2 MS SCOLDING: Please could you give your full name for the

3 court?

4 **A. My full name is Philip Johnson.**

5 Q. Thank you very much. Mr Johnson, just a few

6 preliminaries. We have two witness statements from you,

7 both an original witness statement and a supplementary

8 statement. You have copies of both the original witness

9 statement and the supplementary statement in a bundle in

10 front of you.

11 **A. Yes.**

12 Q. There will also be some documents which are within that

13 statement but which will also be brought up on the

14 screen. You can see the screen just there.

15 Thank you very much for your extremely detailed and

16 thorough statement. We have got copies of them and so

17 we are not intending to go line by line through

18 everything that you say.

19 The next thing to say is, if you can't remember

20 anything, please say so. This isn't a test of memory.

21 Or if you need to go back to your witness statement and

22 say, "I need to have a think about that", please do.

23 The next thing to say is, you are free to take

24 a break at any time. We will be taking a break at

25 11.45 am, in any event, so your evidence is likely to be

Page 18

1 interrupted slightly by that.

2 You identify various people within your witness

3 statement who have been given a cipher or granted

4 anonymity. As you will have identified, please do not

5 refer to them by name.

6 **A. I will try not to.**

7 Q. If you do so, you have already seen this morning, we

8 will just have a tiny break so we can stop the feed and

9 then I will ask if the chair wouldn't mind making

10 a restriction order, but I'm sure that won't be the

11 case.

12 Mr Johnson, if I can identify, your witness

13 statement sets out in some detail the nature and extent

14 of the significant abuse that the Reverend Roy Cotton

15 perpetrated upon you throughout your adolescence.

16 As far as you wish to do so, we don't really

17 necessarily need to touch upon that in any great detail,

18 but simply to identify that Mr Cotton, in effect,

19 groomed you, didn't he?

20 **A. Yes. Roy Cotton groomed me pretty much from the first**

21 **time that I ever met him, and I met him when I was**

22 **around 10 years old.**

23 Q. How did he -- what we would these days call grooming,

24 how did he groom you? What did he do?

25 **A. Initially, you'd just be singled out so that you'd be**

Page 19

1 **given a bit more special treatment than other people,**

2 **you'd be given privileged positions, like you'd be able**

3 **to sit in the front of the car instead of sitting in the**

4 **back. You would be, you know, just given, you know,**

5 **better treatment than other people.**

6 **But this grooming behaviour, it just extended to not**

7 **only grooming me, but grooming my family as well.**

8 Q. So you got to know Reverend Cotton when you joined the

9 sort of choir where he was the local vicar, as

10 I understand it?

11 **A. Yes.**

12 Q. And you joined the choir not because your family were

13 particularly religious, but just because it was the

14 thing that everybody was doing at the time?

15 **A. I think it was -- I was almost recruited, if I can use**

16 **that word. A local neighbour of ours was a very active**

17 **person within Roy Cotton's parish, and she was also the**

18 **district nurse, so she was very well known. She**

19 **actively sought out people to introduce to the church,**

20 **and I came to the church from that perspective.**

21 Q. Just before we discuss that, you talked about the fact

22 that he was grooming your parents as well. Can you

23 describe how he did that?

24 **A. Obviously this developed over a long period of time.**

25 Q. Of course.

Page 20

<p>1 A. But he would visit my parents. My parents lived near to 2 where the local crematorium and cemetery was. Although 3 that wasn't in Cotton's parish, it was a fairly elderly 4 parish, there were lots of funerals, so he would do 5 several funerals a week and my parents actually lived 6 nearby, so he would drop in on my mother and make 7 arrangements for me to do various things without any 8 consultation with me, so that when I sort of came home, 9 I was told, "Oh, you know, you're -- Roy Cotton is going 10 to take you on a trip to somewhere or other this 11 weekend. It's all been arranged". My parents, you 12 know, I grew up on a council estate, you know, we didn't 13 have an awful lot of money, my parents both left school 14 at the age of 14, you know, with no academic 15 qualifications whatsoever. So they saw Cotton as 16 somebody with a Masters from Oxford, as somebody who was 17 highly educated, highly influential in the community, 18 and so they were happy to go along with this because 19 they thought it was giving me much better opportunities 20 in life than they could give me or I would get in 21 a local area.</p> <p>22 Q. In fact, Reverend Cotton fed into that, didn't he, 23 because I understand part of the grooming was he gave 24 you a lot of gifts and expensive items that your parents 25 wouldn't be able to afford?</p> <p style="text-align: center;">Page 21</p>	<p>1 introduce books on anatomy and it would sort off without 2 any full-on sexual abuse by, you know, removing your 3 clothing to point out certain parts of your body or 4 certain muscles or, you know, in -- and he'd use kind of 5 classical sculpture and art, like the drawings of 6 Michelangelo, to show muscle structures. Obviously that 7 developed to touching and then developed more from 8 there.</p> <p>9 Q. I understand that at the time other children -- because 10 you were being singled out by him -- saw you as the 11 vicar's pet. Did your parents notice this or think 12 anything of that?</p> <p>13 A. My parents didn't particularly notice this. There were 14 a few incidents. I got into some fights and that on the 15 local estate because of this issue, because other kids 16 who didn't know about the abuse were somewhat jealous of 17 the sort of special treatment that I was getting at the 18 time. But my parents were pretty oblivious to it. They 19 were just grateful to have me off their hands. You 20 know, they had -- I lived in a small, three-bedroom 21 council house which was 24 feet cubed and I had three 22 brothers and sisters and my parents living in that and 23 my mother was a foster mother and a child minder as 24 well. So in the summer holidays we would have 12 kids 25 in the house, and I'm not joking, a tiny little house</p> <p style="text-align: center;">Page 23</p>
<p>1 A. He did do that but he also used education as a kind of 2 weapon as well because he would give me books. Any 3 subject I showed any sort of interest in, he would go 4 and get books for me on that subject and, you know, try 5 to educate me, if you like, in his own way, which was 6 a very kind of old-fashioned, Oxford kind of way.</p> <p>7 Q. When you say he bought you these books, where were those 8 books kept? Were you able to take them home or what 9 happened?</p> <p>10 A. Generally, no. Generally, they were kept in a bedroom 11 at the vicarage.</p> <p>12 Q. So it was another opportunity for him to be able to 13 spend time with you?</p> <p>14 A. Yes. I mean, the abuse in itself obviously developed 15 progressively over a long period of time. So it wasn't, 16 you know, like he immediately jumped in and started 17 abusing me. So it started subtly and the use of books 18 and educational material was kind of the start of it. 19 This was before I went to secondary school. So, you 20 know, when we started to have these kind of book 21 sessions. So, you know, obviously in Sussex you go to 22 secondary school at age 11. I know that's not the case 23 everywhere. So, again, being sort of 10 years old, 24 10 to 11. You know, he would -- he'd start to introduce 25 books on -- because I was interested in art, so he'd</p> <p style="text-align: center;">Page 22</p>	<p>1 a quarter the size of this room. So they were just glad 2 to have me out of the way, I think.</p> <p>3 Q. So gradually, you say that the Reverend Cotton's 4 affection -- well, demonstrated, started kissing you and 5 started touching you and then obviously started sexually 6 abusing you for a very long period of time. During that 7 period of time, he took you on a number of trips abroad; 8 that's right, isn't it?</p> <p>9 A. It is. I mean, the first time that the sexual abuse 10 started to develop into anything more serious than just 11 touching was, we went on a trip. They had annual summer 12 trips, the parish did, to France and Italy and Austria, 13 Germany, you know, all over the place. The way that 14 worked is, the parish had a minibus, a 12-seater old 15 Ford Transit minibus, and Roy Cotton would go mostly 16 alone, you know, not supervised, no other adults, and he 17 would take a group of around ten, usually -- mostly boys 18 but with a few girls, sometimes a couple of token girls, 19 and, you know, we'd go off on this tour around Europe 20 for up to six weeks sometimes.</p> <p>21 Q. Gosh. He was the only adult?</p> <p>22 A. He was the only adult present. We'd meet up with other 23 adults on the trips, but he was the only adult in charge 24 of the children on those trips. The children varied in 25 age from around 10 up to about 16.</p> <p style="text-align: center;">Page 24</p>

1 Q. So you say that the first sexual assault occurred on
 2 that holiday?
 3 A. Well, at the time, and up until – you know, relatively
 4 recently, you know, I didn't – I – in my naivety,
 5 I thought that a sexual assault would have to be
 6 literally involving genital contact and with the removal
 7 of clothing. So that's why some of the earlier stuff
 8 and some of the stuff relating to other people,
 9 initially I didn't regard it as sexual abuse as such
 10 because I thought you had to meet this kind of
 11 threshold. Because, you know, this was so routine that
 12 I was accustomed to it. It was normal for this to
 13 happen all the time, for there to be physical contact
 14 and unwanted, you know, affectionate contact from
 15 members of the clergy. And not just members of
 16 the clergy, but from the Scoutmaster and from their
 17 friends and other associated people. So it was normal.
 18 Q. Okay.
 19 A. It was routine.
 20 Q. Now, I understand on that holiday to France you shared
 21 a tent with Reverend Cotton; is that right?
 22 A. Yes. What happened is, we'd sleep in big frame tents,
 23 okay. So the frame tents were fairly large, about
 24 12 feet square, something like that, and so they'd have
 25 an inner compartment where you would have four or five

Page 25

1 boys sleeping in sleeping bags, and then an outer
 2 compartment where the door to get out was, and
 3 Roy Cotton would sleep on a camp bed in the outer
 4 compartment, so between the boys and the thing. But on
 5 this particular trip, you know, I'd had a fairly rough
 6 time, you know, I wasn't very happy, I believed this --
 7 this was in 1977. I know it was in 1977 because it was
 8 the time of the Queen's Silver Jubilee, and we were away
 9 and I missed that. At the time, I thought that was
 10 a big deal -- I don't know why. I thought I was missing
 11 out on something. Some of the people had taken, like,
 12 Union flags and that to celebrate while we were away.
 13 Anyway, I managed to get lost in a town called Laon
 14 in central France and was quite upset about it and then
 15 I got diarrhoea and was upset and I lost my watch and
 16 I just was in an emotionally quite bad way, and
 17 Roy Cotton sort of took me into his bed in the tent,
 18 into his sleeping bag, and at that point, you know, the
 19 abuse developed into sort of full-on physical contact,
 20 masturbation, and, you know -- and then, you know, he
 21 kept me in there.
 22 Some of the other boys saw me in the sleeping bag
 23 with Cotton in the morning when they came out, and I got
 24 horrendously ribbed for that, and I desperately, in
 25 later years, wanted to track these people down so they

Page 26

1 could confirm that they'd seen this, when I needed
 2 evidence, but unfortunately I never managed to track
 3 them down. That was the sort of the much more
 4 seriousness of it.
 5 Q. As you have already identified, you spent a lot of time
 6 with Cotton, and your parents were happy for that to
 7 happen. So you would go and stay overnight at the
 8 vicarage, as I understand it, quite regularly during
 9 your teenage years?
 10 A. Yes, this was never proactively by choice.
 11 Q. No.
 12 A. You know, Roy Cotton would always orchestrate some plan
 13 or reason why I had to be there.
 14 Q. What were those reasons? What did he tell your mum and
 15 dad?
 16 A. One would be you had to go on a trip and we had to get
 17 up really early in the morning, and so, therefore, it
 18 was easier if I stayed over the night before. But then
 19 he started to introduce projects. I did a lot of art at
 20 the time and was pretty good at it and so he would then
 21 suggest that I would produce paintings of locations I'd
 22 been on trips, we'd been abroad. This would have to be
 23 done in secret so they could be gifts for my parents.
 24 It was just an excuse for me to have to go and stay at
 25 the vicarage all the time.

Page 27

1 Q. I understand as well that not only did he buy you books,
 2 but he also helped financially with your secondary
 3 school education because I understand you went to the
 4 grammar school --
 5 A. Yes.
 6 Q. -- unlike many of your compatriots, and he assisted with
 7 the materials that you would need for that; is that
 8 right?
 9 A. That's right. I mean, as I said, I grew up on a council
 10 estate and went to, you know, a very mediocre school at
 11 junior school level. There were only two people from my
 12 class who passed the 11-plus exam which we had in Sussex
 13 at that time. So I went to the grammar school, which
 14 was on completely the other side of town. I mean,
 15 socially -- it wasn't just physically distant away,
 16 socially it was a huge distance away as well. Of course
 17 that caused -- I was already quite alienated on the
 18 estate where I lived, but because this -- I now, you
 19 know, wore a blazer and went to a posh school, that made
 20 my alienation even more, and of course at school --
 21 I was going to a posh school but I lived on a council
 22 estate so I was completely isolated and alienated there
 23 as well and Cotton really latched onto this. He could
 24 see I was a vulnerable person and I was sort of getting
 25 it in the neck everywhere I went, so he -- he was just

Page 28

1 opportunistic, I think, and took advantage of that.
 2 Yes, he did -- he provided me with any books that
 3 I needed, he helped with the cost of my uniform, he
 4 helped with the cost of sports equipment that I needed,
 5 you know, sports kit. He bought me, you know things
 6 like -- you needed log tables then and a geometry set
 7 and all the sort of book list you have to have to go to
 8 the grammar school. So he paid for all of those. Later
 9 on, he contributed directly financially to me because,
 10 when I was around the age of 15, much later, I wanted to
 11 get a part-time job to -- you know, so I could have some
 12 independence, and he was very much against this because
 13 it would take time away from the time that I spent with
 14 him and his friends. So he opened a building society
 15 account in my name and would pay money into it weekly
 16 just to try to keep me under control so that I wouldn't
 17 go out and get a part-time job and ...
 18 Q. And you wouldn't be away from him?
 19 A. I wouldn't be away from him.
 20 Q. Did anyone from the church know of this? I mean,
 21 obviously you were going on a -- we have talked about
 22 the camping trip to France, but there were also other
 23 trips to all over Europe, in fact. Were they with other
 24 young people as well or was it just you and him?
 25 A. There was at least one annual trip with a group of, you

Page 29

1 know, either the choristers or people from the scouts,
 2 you know, youths that were associated with the church in
 3 some way or another. But in addition to that, after,
 4 you know, a couple of years, there would be trips with
 5 just me and Cotton going away. These could be huge,
 6 expensive trips. One time, I was taken on a classical
 7 tour of Greece, which lasted a month, I think, and we
 8 went -- you know, literally toured everywhere in Greece,
 9 all the classical sites. Classics was a pet subject of
 10 his and it was something that I had shown interest in.
 11 This must have cost, in today's standards, thousands of
 12 pounds. But that was just literally me and him alone
 13 together, sharing a hotel room, sharing a hotel bed, and
 14 he would explain this by pretending that I was his son
 15 to people. He travelled openly as a priest, but he
 16 would pretend that I was his son.
 17 As far as other people in the church, whether they
 18 knew or not -- they knew about the trips, they knew that
 19 we were all going on the trips.
 20 Q. So he would be open and say, "Phil and I are going on
 21 holiday to Greece"?
 22 A. Yes, it was fairly open. There were lots of other
 23 trips. I mean, when I started compiling all the
 24 evidence for the original police investigation,
 25 I managed to document 15 foreign trips I'd been on with

Page 30

1 Roy Cotton. Not only with Roy Cotton, because a couple
 2 of those, Colin Pritchard went along on those camping
 3 trips and obviously we visited other people. But,
 4 yeah -- there may have been more, but there was 15
 5 I could document.
 6 Q. You also identified that not only did Reverend Cotton
 7 continuously abuse you throughout your teenage years,
 8 when did the abuse stop?
 9 A. Well, that was one of the most troubling things.
 10 I mean, the abuse didn't stop until I was around
 11 19 years old, 18 to 19 years old. That was actually
 12 really, really difficult. And that was the hardest part
 13 of it, because by that time, the abuse was, you know,
 14 routine and very serious, and I, from the age of 16 to
 15 17 -- you know, I identify as someone who is strongly
 16 heterosexual, okay, I don't have an issue with people
 17 who are homosexual, but I do have an issue with child
 18 abusers.
 19 I desperately wanted to prove to myself that I was
 20 a normal, heterosexual male, so I desperately wanted to
 21 have relationships with girls and women, you know,
 22 consensual ones, and yet I was, you know, having to
 23 sleep with a fat vicar on a routine, regular basis, and
 24 that kind of messes your head up. It creates a lot of
 25 difficulties for you.

Page 31

1 In the end, you know, in my later teenage years, I'd
 2 kind of just go along with the abuse by Cotton, just to
 3 get it over with. You know, I'd -- you know, I dealt
 4 with it, whilst the actual abuse was going on, in the
 5 ways that many other survivors do, and that's by almost
 6 dissociating from it, you know, from trying to make
 7 myself absent and not show any pleasure or any
 8 willingness or any complicity in it whatsoever.
 9 But later on, because it was inevitable -- because
 10 it had just become so routine, I -- towards the end,
 11 I just kind of went along with it just to get it over
 12 with and kind of just, you know, pretended it wasn't
 13 happening or just pretended it was someone else or
 14 whatever.
 15 That, of course, leaves you with a huge sense of
 16 shame and guilt because that -- I then felt very
 17 complicit in that and that I'd allowed it to happen.
 18 That has a real knock-on effect on your self-esteem
 19 and on your view of sex and your own sexuality and
 20 things like that, so it is quite damaging.
 21 Q. As I understand, it wasn't just the case that
 22 Reverend Cotton routinely sexually abused you, he also
 23 introduced you to other people?
 24 A. Yes. I mean, obviously there were direct situations
 25 like he introduced me to the Reverend Colin Pritchard.

Page 32

1 Q. Yes. You describe this in paragraph 42 of your original
 2 witness statement as the most frightening evening of
 3 your life?
 4 **A. Right. That was obviously not when I first met**
 5 **Colin Pritchard, but there was -- I had known**
 6 **Colin Pritchard, I had been on a foreign trip with him.**
 7 **He'd never sexually abused me, but he had made a sexual**
 8 **nuisance of himself.**
 9 Q. Right.
 10 **A. But as many of the clergy that Cotton associated with**
 11 **did. You know, so there would be lots of physical**
 12 **contact, lots of affection, lots of sexual innuendo.**
 13 **This was par for the course. This was something they**
 14 **did all the time. When you were on the foreign trips,**
 15 **they would constantly -- you know, if you saw a church**
 16 **spire, they would say, "Oh, look at that, that's an**
 17 **impressive erection" or they'd joke about -- just**
 18 **constant jokes about masturbation and nudity and**
 19 **erections especially. It was all very kind of schoolboy**
 20 **stuff, but it was all just making -- you know,**
 21 **sexualising young boys, basically. It was making that**
 22 **sort of conversation --**
 23 Q. It was using language and conversation which was wholly
 24 inappropriate?
 25 **A. And Colin Pritchard was a master of it. So he was like,**

Page 33

1 you know, he did it in a kind of jokey, schoolboy way,
 2 but it was all -- there was something deeply sinister
 3 about it as well.
 4 So I was taken, and I believe it was over the
 5 Christmas holiday of 1979 to 1980, by Roy Cotton, just
 6 him and I, in a car from Eastbourne, the parish of
 7 St Andrew's in Eastbourne, up to Wellingborough in
 8 Northamptonshire to stay with the Reverend
 9 Colin Pritchard. There was -- you know, as with making
 10 the paintings and the reasons for staying at the
 11 vicarage, there was --
 12 Q. What was the reason given?
 13 **A. There was a reason for this, and the reason for this was**
 14 **there were two statues. It was another St Andrew's**
 15 **church. Cotton's parish was St Andrew's, so this was**
 16 **kind of a twin parish which was also called St Andrew's.**
 17 **They had some old cast sort of plaster statues, one of**
 18 **the Virgin Mary and one of St Andrew. These statues**
 19 **were sort of old Victorian, a bit shabby, and they**
 20 **needed renovating and I was good at this sort of stuff,**
 21 **because I was about 15 at this time, and I made a lot of**
 22 **models in my own time and -- model aircraft and**
 23 **architectural models and things. So it would be**
 24 **a really good idea if I went up over the Christmas**
 25 **holidays to renovate these statues: that was the excuse.**

Page 34

1 **And I did, I did go and renovate these statues.**
 2 **But over the course of that, I stayed with**
 3 **Roy Cotton in Colin Pritchard's vicarage and the routine**
 4 **abuse continued whilst I was there. I remember saying**
 5 **at one point, you know, "What about if Colin comes in**
 6 **and knows about this?", and it was, like, "Don't worry**
 7 **about that", you know, very matter of fact.**
 8 **But then around the New Year's Eve, and it may have**
 9 **actually been on New Year's Eve, we went out to a party,**
 10 **a sort of -- not a big party, but this party was at**
 11 **a residential house in Wellingborough in -- well, near**
 12 **Northampton. I was driven there by Roy Cotton. There**
 13 **were a bunch of men, all in their 40s and 50s, I would**
 14 **say, and no women present whatsoever. They were all**
 15 **people associated with the church in some way. They had**
 16 **a big Chinese takeaway. Now, you know, I came from a --**
 17 **lived on a council estate, I'd never had a big Chinese**
 18 **takeaway before. I know that sounds a bit ridiculous.**
 19 Q. No, no, but in the late '70s, that would have been
 20 a novelty?
 21 **A. So this was quite a new experience for me.**
 22 **Colin Pritchard and others there proceeded to ply me**
 23 **with vast amounts of alcohol. Pritchard was giving me**
 24 **a mixture of gin, Cinzano and lemonade, which he called**
 25 **a gin sling and he was putting, like, shots of lime in**

Page 35

1 it as well. And they fed me these, constantly.
 2 I was used to drinking at that age because Cotton
 3 had used alcohol and cigarettes routinely as a -- it was
 4 just something normal and, you know, the cigarettes in
 5 a way was kind of a secret thing. It was, like, you
 6 know, another means of control, really.
 7 You know, wine would -- we would drink wine all the
 8 time. You'd have wine at every meal and you'd have wine
 9 in the evenings when I was with Cotton. That was seen
 10 as routine, from, you know, the age of 12 or 13.
 11 So I was used to drinking, but this was excessive.
 12 I mean, this was -- they were literally plying me with
 13 this.
 14 I then, from having this Chinese and drinking these
 15 drinks, have no memory whatsoever of what happened, and
 16 this is one of the most troubling things about
 17 everything that happened to me. I woke up the next
 18 morning at some point late in the morning in the bed in
 19 Colin Pritchard's vicarage. I was completely naked, and
 20 I wasn't someone who was in the habit of sleeping naked,
 21 I usually wore a T-shirt and underwear in bed. My
 22 clothes weren't in the room. I eventually got up,
 23 grabbed the nearest thing I could find, which was
 24 a black silky bathrobe with a sort of Chinese
 25 embroidered pattern on it, put it on, that was hanging

Page 36

1 on the back of the door, and made my way out, and
 2 I asked -- I bumped into Pritchard and I asked what had
 3 happened and where were my clothes, and he said that I'd
 4 been really sick, I'd got drunk and I was really sick
 5 and that I'd vomited on my clothes and they'd had to
 6 wash them.
 7 So I wasn't feeling very well, so I asked for some
 8 paracetamol and stuff. At this point, Pritchard was
 9 just sitting down, casually doing a crossword,
 10 a newspaper crossword. And he got up and he violently
 11 pushed me against the kitchen cupboards and quite
 12 violently sexually assaulted me, and I wasn't used to
 13 violence. I was used to sexual abuse, but I wasn't used
 14 to violence and anger. And it was brief, it was very
 15 brief, but it left me, you know, physically injured --
 16 not seriously, but enough -- and I just went -- when
 17 I found Cotton -- I later -- I went to the bathroom to
 18 get cleaned up and dressed and I found my clothes in the
 19 bathroom. There was no vomit on them. I hadn't been
 20 sick. And I don't know what happened. And it still
 21 bothers me to this day.
 22 As you will tell from my evidence, I have very
 23 detailed memory of everything that happened over this
 24 huge period of time, yet I have this kind of 12- to
 25 14-hour period where I have no memory whatsoever.

Page 37

1 I don't know what happened. I can only speculate. And
 2 I expect you can speculate too. But that really bothers
 3 me, not knowing what really happened, and it was
 4 terrifying.
 5 Q. Was this the only occasion on which Reverend Pritchard
 6 sexually assaulted you or did it happen on other
 7 occasions as well?
 8 A. No, that was the only occasion on which there was an
 9 actual very deliberate assault.
 10 Q. I understand as well Reverend Cotton took you to see
 11 other people who were interested in teenage boys, shall
 12 I put it that way?
 13 A. Yes, we had -- on the trips to France, we went to visit
 14 a Roman Catholic priest in a town called Decize, which
 15 is in the Loire Valley in France. This Catholic priest
 16 had a photographic studio in the attic of his vicarage,
 17 which is not called a vicarage in France, but in his
 18 house.
 19 There, he would take photographs of boys around the
 20 age of puberty, so mostly -- of the pictures that I saw,
 21 were of boys I'd say aged around 13, 14, 15. So they
 22 were on the cusp of being, you know, mature, but, you
 23 know, not with a lot of pubic hair and things like that.
 24 These were, you know, by today's standards, pretty
 25 low-grade images. So they were -- they were quite

Page 38

1 reminiscent in style of -- you know those sort of Nazi
 2 propaganda images from the 1930s, when they were sort of
 3 Riefenstahl films, so they were black and white, high
 4 contrast, all nude and would use props like balls and
 5 things like that.
 6 They produced those kind of images.
 7 Now, the Scoutmaster at Cotton's church as well, who
 8 was also the manager of a prestigious hotel on the
 9 seafront, he was a like-minded person and I was told by
 10 Cotton that he was one of the people who had what they
 11 called "special friends". This was a term that was used
 12 to identify other people with similar interests.
 13 Q. So Reverend Cotton would call you his special friend?
 14 A. Not directly to me, but he probably would to the others
 15 because this was a term that he only used in respect of
 16 other people if they --
 17 Q. Had an interest in --
 18 A. Yes. That was a kind of a way of telling me that
 19 I didn't have to worry about being careful or keeping
 20 things secret. It was, like, open with those people.
 21 Yeah, at the hotel that was run by this particular
 22 person -- I don't know --
 23 Q. He has been convicted of possessing child pornography
 24 subsequently, so he is named in the witness statement,
 25 so you can use his name if you want to?

Page 39

1 A. He was known as Tony Hazell but his real name was
 2 Noel Anthony Hazell. He was in possession of images of
 3 a very similar style to the ones that were being
 4 produced at this vicarage in France, which I was shown
 5 at this apartment in his hotel. So he never directly
 6 sexually abused me, but he was involved in the sexual
 7 humiliation of me on a Scout camp, and enjoyed it,
 8 and -- while Cotton took photographs of it.
 9 Q. Can you tell us a little, if you wish to do so, about --
 10 you described sexual humiliation during a Scout camp.
 11 What happened?
 12 A. What that was, we went to visit a Scout camp. I was
 13 taken by Cotton. I wasn't a member of that particular
 14 Scout troop but I was taken to visit their Scout camp.
 15 During that, they'd set up a rope swing across a river,
 16 a wide river, you know. And I didn't know I was going
 17 there, I didn't know that I was going to be involved in
 18 this activity, so consequently I didn't have any
 19 swimming clothes or swimming costume with me. So I was
 20 forced, in front of a group of lads, many of whom
 21 I didn't know, and adults, to strip naked and swing
 22 across this river, which I did because I had very little
 23 choice in the matter, and, you know, a number of people,
 24 even the adults there, thought this was hilarious and
 25 Roy Cotton stood there taking photographs of it and then

Page 40

1 said, oh, wasn't it good that I didn't have any swimming
 2 costumes and that with me, otherwise, I'd have had to go
 3 home in wet knickers. That was very humiliating.
 4 I know that's not serious, but that just shows how
 5 acceptable this kind of behaviour was amongst that
 6 circle of people.

7 Q. You talk about the fact that the abuse by
 8 Reverend Cotton ended when you were about 19. What
 9 impact has the abuse had upon your ability to make adult
 10 relationships?

11 A. I think it's had a huge impact. I think it affects --
 12 it affects my self-esteem, my self-confidence. It
 13 affects you -- it affects how you form sexual
 14 relationships. You know, I once was talking to my
 15 therapist, when eventually I managed to get some
 16 therapy, and I said to her, "You know, the problem --
 17 one of the problems is" -- I said, "It's" -- and
 18 I thought this was something that was unique to me.
 19 I said, "It's almost as though my body has a memory of
 20 what happened to me. My body can kind of remember -- if
 21 somebody touches me in a certain way or just a certain
 22 smell or something, you're immediately -- suddenly
 23 you're an 11-/12-year-old boy again, terrified, and
 24 frozen in that situation", and, you know, I thought this
 25 concept of body memory was something that just existed

Page 41

1 in me. I didn't know that other people did this and
 2 it's actually kind of quite common in PTSD, and so
 3 that's something that I have worked on and has improved,
 4 but it still affects you, there's still -- you're never
 5 free. You know, you can never just unconsciously have
 6 fun sexually, ever. You know, this is always there. It
 7 is a stain on your soul almost. You can never be free
 8 of this.

9 Q. What impact has it had upon your ability to make
 10 relationships which aren't sexual, so relationships with
 11 work colleagues or friendships?

12 A. I think what it's done is it's forced me to be very
 13 self-reliant and to isolate myself. So I don't have big
 14 circles of friends, I've since -- I have had jobs but,
 15 you know, I walked out of the last job I had in 1989,
 16 and I haven't had a regular job since. I have always
 17 worked, I have never claimed benefits, I've just worked
 18 as a freelancer, you know, so I only rely on myself.
 19 I find it very difficult to trust other people. I find
 20 it very difficult to deal with people in authority over
 21 me and people -- I don't like people having power over
 22 me, you know, physically or psychologically or, you
 23 know, from an authoritarian point of view.
 24 So obviously that impacts on your life and that
 25 limits what you can do. Now, you know, I'm a fairly

Page 42

1 robust, fairly intelligent person, so I've managed to
 2 get by, but for people who aren't as robust as me,
 3 I would imagine it's utterly devastating.

4 Q. We have already heard about the severe impact it's had
 5 upon your ability to form relationships with anyone and
 6 your ability to trust. How has it impacted upon your
 7 physical or mental health?

8 A. Well, on physical health, I think it has long-term
 9 impacts. I don't think it does anybody any good to be
 10 routinely introduced to vast amounts of alcohol and
 11 cigarettes when they're 12 or 13 years old, and I'm
 12 somebody to this day -- you know, I have difficulty with
 13 smoking, you know, and I -- that creates problems. You
 14 know, every time you speak to a doctor about that,
 15 I feel I'm being judged for it. And actually I think
 16 people should not say, "Oh, you know, you're just
 17 hopeless because you struggle with these sort of
 18 issues", people should say, "Well, why do you struggle
 19 with these issues, and can we help you?", and they
 20 generally don't.

21 Other than that, I have -- at times of great stress,
 22 I have had physical problems as a result. I've had some
 23 unexplained neurological conditions which have resulted
 24 in me collapsing and having partial paralysis and things
 25 like that and these have all, in the end, been diagnosed

Page 43

1 as stress related. These have come at times of, for
 2 example, when the CPS decided not to proceed with the
 3 original case. That led to my whole life collapsing and
 4 I ended up physically very ill.

5 Psychologically, yes, it's had an impact. You know,
 6 I do suffer from -- or have suffered from, you know,
 7 some of the classic symptoms of PTSD and meet some of
 8 the criteria for, you know, borderline personality
 9 disorder or emotionally unstable disorder as it is now
 10 known. But those aren't the real impacts.

11 I think the real impacts are the conditioning, you
 12 know, the -- it is not just grooming, it is
 13 conditioning. It is almost as if your life has been
 14 reprogrammed. Your life is not your own anymore. You
 15 know, one of the biggest problems is from me, from
 16 a psychological point of view, I don't know who I am.
 17 I don't know who I would have been if this hadn't
 18 happened, and that's very deep, and although that's not
 19 a psychiatric condition, that is something that affects
 20 you for the rest of your life.

21 People say, "Oh, yeah, we all have these 'what ifs',
 22 'What if I'd have made a different choice?', 'What if
 23 I'd bought a lottery ticket?'". The difference is, this
 24 isn't a what if. This is somebody who has maliciously
 25 imposed their will upon you and manipulated your life

Page 44

1 throughout all of your formative years and that has
 2 a deeply lasting impact on you.
 3 MS SCOLDING: It is 11.45 am now. Chair, I don't know
 4 whether you wish to take a break at this time?
 5 THE CHAIR: Yes, we will do that. Thank you very much,
 6 Mr Johnson.
 7 MS SCOLDING: Thank you very much, Mr Johnson. We will be
 8 back at 12 noon.
 9 (11.44 am)
 10 (A short break)
 11 (12.03 pm)
 12 MS SCOLDING: Mr Johnson, thank you very much for the
 13 evidence you have already given. If we can move now to
 14 what I will call the response that various institutions
 15 have made when you have disclosed your abuse to them.
 16 When did you first tell any institution about the
 17 abuse which you had suffered throughout your childhood?
 18 A. I first came forward and made a police report to the
 19 Sussex Police in -- around the end of the summer in
 20 1996.
 21 Q. What was their response to that?
 22 A. Initially -- I literally went to the police station,
 23 which -- and asked to speak to somebody at the front
 24 desk, which I think is not the normal way that people go
 25 to report. Anyway, they arranged a meeting for me to

Page 45

1 come back, and I met with two CID detectives in an
 2 office at Eastbourne Central Police Station.
 3 They listened to me. I spoke to them for, you know,
 4 an hour or two. I don't know how long it was. It
 5 seemed like an age. They seemed to, you know, be
 6 interested, take note in what I was saying, but
 7 immediately I'd finished giving my account, the mood
 8 kind of changed a little bit, because one of these
 9 detectives then turned around to me at the end of this
 10 interview -- which wasn't really an interview, it was me
 11 just giving an account, and he said to me, "Do you have
 12 children?" And I said, "Yeah". He said, "Do you bath
 13 your children?" I said, "Yeah". He said, "Do you read
 14 them bedtime stories?" And immediately the whole tone
 15 changed. Suddenly, I was regarded as the person who
 16 posed a risk. So I left feeling very uncomfortable, as
 17 if they'd got completely the wrong end of the stick
 18 here.
 19 Later, they arranged for me to meet with somebody
 20 from the child protection team, which was based at
 21 a small town just outside of Eastbourne called Hailsham
 22 where the child protection unit was based.
 23 Q. What then happened? Was there a more formal process of
 24 interviewing or investigation, as far as you're aware?
 25 A. No, it was very informal, to start with. What happened

Page 46

1 is, they arranged for a female police officer on her own
 2 to come to my home address and we chatted through
 3 things. I gave her another account, sort of starting
 4 from square one again. There were no notes or records
 5 from the original meeting I'd had at Eastbourne Police
 6 Station so I had to start again. That was a sort of
 7 a referral, I guess.
 8 So I gave an account. She took some notes and went
 9 away. And I didn't hear any more for quite some time.
 10 Q. You say you didn't hear any more for quite some time.
 11 Was that the one and only time you were interviewed
 12 during the course of this investigation?
 13 A. No. I then -- I can't remember the name of this female
 14 officer, I'm afraid. It was a long time ago.
 15 Q. Don't worry.
 16 A. I then met up with this female officer again, again at
 17 my house, and she told me that she was leaving the child
 18 protection team because it was too stressful and she'd
 19 applied for a transfer to go and work for traffic in
 20 Hove, and apparently that transfer was successful. So
 21 the case was then passed on to another female officer
 22 who I met with some probably two or three months later
 23 and kind of had to start all over again. I met up with
 24 her once and then she left the child protection team as
 25 well.

Page 47

1 Q. So you're now on your, what, fourth, shall we say,
 2 investigating officer?
 3 A. Okay. I then was assigned a male officer, who
 4 eventually became the investigating officer. But this
 5 was probably getting on for, you know -- it was many
 6 months after I'd first made the report.
 7 Q. I think in your witness statement you say it was around
 8 the Easter of 1997. So it was, you know, nine or ten
 9 months later?
 10 A. Yes, it was. Then that officer started to investigate
 11 a little bit more thoroughly than the others. But this
 12 still, at this point, wasn't a formal interview, there
 13 was no videotaped interview done. One interview
 14 I attended with this officer, who I have given all the
 15 details of --
 16 Q. Yes. If you would not mention his name, I'd be
 17 grateful.
 18 A. I'm not mentioning the name. I did attend one interview
 19 at a building, a residential house, in Hailsham which
 20 was referred to as "the rape suite" where they did have
 21 video recording facilities, but they were not used.
 22 Eventually, after several interviews I did with this
 23 officer, I was presented with my police statement.
 24 I did not write this statement, I did not write a single
 25 word of it. This statement was very evidential in its

Page 48

1 content. It was, you know, "It is alleged that around
 2 this date that Mr Johnson visited Reverend Cotton and it
 3 is alleged that this offence occurred", and there was no
 4 context to it, there was no -- you know, as I said,
 5 I documented these 15 foreign trips, I had details of
 6 the bank account Cotton was paying money into. I had
 7 loads of other things, which, at that point, none of
 8 that was regarded as admissible, because it was all
 9 circumstantial. But my argument was, it all gave it
 10 context.

11 The statement I was given had no context. You know,
 12 it didn't show any pattern of grooming. It was almost
 13 as if I turned up, he assaulted me, I went home. This
 14 is roughly what date it was.

15 Q. During the time when you were speaking to the police,
 16 obviously on a number of occasions, what did they tell
 17 you about whether or not you should or shouldn't be in
 18 contact with the church?

19 A. Okay. I raised this fairly early on, and certainly,
 20 when the male investigating officer was assigned to the
 21 case, we had a detailed discussion about whether
 22 I should make a formal complaint to the church at the
 23 same time.

24 His view was that I should not do that and that all
 25 the contact with the church would be via the police.

Page 49

1 I got the impression from him that he didn't want me to
 2 speak to the police because he believed that if there
 3 was evidence, it would give the church an opportunity to
 4 destroy it or alter it or whatever.

5 Q. Did he say that expressly to you or --

6 A. No, he didn't say that explicitly, but that was my
 7 understanding of it. You know, that was the
 8 interpretation I put on what he was saying.

9 Q. Okay. During the course of this investigation, were you
 10 signposted to any therapy services or victim support or
 11 any specialist services for those who have been the
 12 subject of abuse in childhood?

13 A. No, nothing whatsoever.

14 Q. So the investigation, in the end -- we don't have the
 15 files from the police investigation at the time, and we
 16 don't have any information from the CPS, and that was
 17 one of the things I mentioned in my opening yesterday.
 18 What was your understanding of why the investigation was
 19 dropped and when were you told about this?

20 A. Well, there were arrests made in that police
 21 investigation, both Roy Cotton and Colin Pritchard were
 22 arrested in late 1997. After the arrests, they seized
 23 a large amount of property from Roy Cotton's house and
 24 there was nothing, as I understand it, of any great
 25 significance, apart from he had retained photographs,

Page 50

1 not indecent photographs, but a lot of photographs of
 2 myself and my brother, and these were about the only
 3 evidence that was referred back because I was asked to
 4 identify them from the property that was seized.

5 But that took many months to go through this
 6 property. It was, I mean, March 1999 that I received
 7 a letter from Sussex Police telling me that the CPS had
 8 decided not to proceed, and the reason I was told by the
 9 male police officer was that there was -- they wanted
 10 more corroboration. My parents had given police
 11 statements to corroborate all the dates and times and
 12 the fact that I had been on all these holidays and
 13 things like that. But he explained that Cotton --
 14 because Cotton hadn't denied these, he hadn't denied
 15 that he had taken me on any of the holidays, effectively
 16 that negated that as evidence in any way, and that what
 17 the CPS wanted was independent -- an independent victim,
 18 a witness.

19 The problem was that, although there were two
 20 victims in this case, myself and my brother, and the
 21 chronology was all corroborated by my parents, all of
 22 those witnesses were related to one another and he
 23 explained that they needed somebody unrelated for the
 24 case to go forward. That was the explanation that was
 25 given to me.

Page 51

1 Q. After you received this explanation, how did you feel?

2 A. I was totally devastated. You know, this had taken up
 3 nearly three years. I was not in a good place. The
 4 thing that drove me and motivated me to report in the
 5 first place was because I had had it confirmed that my
 6 brother had also been abused by Roy Cotton, and, you
 7 know, I tried to get away from him and his associates,
 8 essentially by going away to college, and -- but because
 9 I'd gone away, what had happened is he just moved all
 10 that attention on to my brother. I wasn't aware of
 11 that. You know, I may have suspected it a bit, but
 12 I kind of blanked it out, didn't want to know, and
 13 eventually, you know, it was confirmed to me that this
 14 had happened to my brother, and I just felt utterly
 15 devastated and responsible, and that was the context
 16 that framed me reporting in the first place.

17 So when this fell apart -- you know, there had been
 18 a huge impact on my family life at home, it had put
 19 a huge strain on my marriage, and I felt like I'd
 20 failed. I felt like I'd let my brother down, and I was
 21 just -- I was left utterly devastated by it.

22 Q. I understand you managed to find some sources of support
 23 eventually through therapy groups and group counselling.
 24 Did any of that come from anything that the police or
 25 the prosecutorial authorities told you or did it come

Page 52

1 from your own initiative?

2 **A. No, this came from my own initiative. I was not**

3 **signposted or directed or offered any support**

4 **whatsoever.**

5 Q. I understand that you remained concerned about why the

6 police dropped the case or why Reverend Cotton and

7 Reverend Pritchard were never charged, more

8 appropriately. You remained concerned about that and

9 you complained to the IPCC in 2008. This is all set out

10 within your witness statement. What were you told by

11 the police at that time about why -- were you told

12 anything different about why the prosecution didn't go

13 ahead?

14 **A. Well, a lot of things happened in between those two**

15 **dates. I mean, you have jumped on nine years. I found**

16 **out a lot of things in the intervening years. I found**

17 **out that -- out of frustration, after the CPS dropped**

18 **the case, you know, I was convinced that there were**

19 **other victims of Cotton and Pritchard and others, and**

20 **so, as part of that, I published a magazine article. Do**

21 **you want to go here now?**

22 Q. Yes, of course.

23 **A. I wrote an account that detailed my abuse. Part of my**

24 **motivation for this was, (a), I felt completely let down**

25 **and failed by the police, but the police had also told**

Page 53

1 me in the investigation that the church had been very

2 uncooperative with the police investigation, that they'd

3 closed ranks and hadn't shared information. So I was --

4 I had become very suspicious. I was also convinced from

5 hearsay and from other people who knew about the arrests

6 and that and who knew about the police investigation

7 that there were other victims. There was lots of kind

8 of circumstantial evidence that this was a lot bigger

9 than just me and my brother.

10 Q. Okay.

11 **A. So I published an article, a lengthy article, in a local**

12 **magazine which detailed in fairly superficial terms the**

13 **abuse that happened involving Roy Cotton and it hinted**

14 **at some of the other abusers, so it mentioned that the**

15 **local bishop was involved, it mentioned that the --**

16 **Hazell from the hotel was involved, but it didn't name**

17 **them. What I wanted to do was provoke the church and**

18 **provoke the police to an extent into taking some action**

19 **because I'd been assured, when the CPS dropped the case,**

20 **that the case file was going to be left open. The**

21 **police told me, and it was confirmed in a letter, that**

22 **this would be left on file in case any other witnesses**

23 **or victims came forward.**

24 **Now, to -- you know, to a layperson, to somebody who**

25 **is not a police officer or a lawyer, if somebody tells**

Page 54

1 you they are leaving your case open on file, you believe

2 that's for a reasonable period of time in case --

3 especially in a serious case potentially involving

4 multiple sex offenders, you would think that was

5 a serious case. You know, you would think the police

6 would leave that case file open for maybe 10 years, you

7 know, in case other witnesses came forward. They said

8 that that's what they needed. You know, they said

9 that -- it was clear that they believed there were other

10 victims out there.

11 **So one of my reasons for writing the article was (a)**

12 **to provoke the church into taking some action. I wanted**

13 **them to kind of almost threaten to sue me but I didn't**

14 **want to give them quite enough to actually do it, and**

15 **I also wanted to flush out other victims, and it had**

16 **a contact address on there and subsequently I found out**

17 **that it did flush out other victims.**

18 Q. Right.

19 **A. Okay.**

20 Q. Yes.

21 **A. One of those, who is known as AN-A37, actually went and**

22 **visited Bishop Wallace Benn at his house and made**

23 **a report of his abuse by Roy Cotton. I think that was**

24 **done around 2003. The magazine article had been**

25 **published in late 2000.**

Page 55

1 **Another victim, who I don't think you've got**

2 **a cipher for, or you may have --**

3 Q. Don't worry. Just say "another victim", that's fine.

4 **A. Another victim had reported, who did come forward much**

5 **later and did take part in some of the later enquiries,**

6 **another victim had disclosed to his mother after the**

7 **magazine had been published that he had been abused by**

8 **Roy Cotton at St Andrew's, Eastbourne, and she had gone**

9 **and discussed it with the vicar of the neighbouring**

10 **parish. Unfortunately, the vicar of the neighbouring**

11 **parish was Robert Coles, whose name will be familiar to**

12 **people in this inquiry.**

13 **So, you know, that report never went anywhere. The**

14 **report that was made to Bishop Wallace doesn't appear to**

15 **have gone anywhere. However, on the church's**

16 **safeguarding files, you know, there is a report that it**

17 **went to the police and there is a comment about a CPS**

18 **decision on the safeguarding file saying that, you know,**

19 **"In view of Roy Cotton's age and health at that time, it**

20 **was unlikely to go forward".**

21 Q. So we have come --

22 **A. I didn't know that these people had come forward, and**

23 **had they been known about, it would have reactivated the**

24 **police investigation, which had been filed in 1999.**

25 Q. So had all the dots been joined up --

Page 56

1 **A. Yes.**
 2 Q. Yes. As it was, as I understand it, and Sussex Police
 3 accept this, when the matter was revived again in 2006,
 4 the file retention rules had changed, so in fact they
 5 had destroyed your file rather than keeping it?
 6 **A. Yes, the sequence that led up to that was in late 2006**
 7 **and throughout 2007, another complainant, whose cipher**
 8 **I don't know --**
 9 Q. Yes.
 10 **A. I won't mention his name.**
 11 Q. No, that's fine.
 12 **A. Had come forward in Northamptonshire and had given an**
 13 **account --**
 14 Q. We have a witness statement from Northamptonshire, which
 15 you will have seen, which identifies what happened.
 16 **A. But this complainant had recounted a story where he was**
 17 **being sexually abused by Colin Pritchard, he'd been**
 18 **taken on a trip down to Eastbourne where he'd been**
 19 **sexually abused by Roy Cotton. So it is a mirror image**
 20 **of my story with regard to that connection. However --**
 21 **I mean, the thing was, we didn't know each other, we**
 22 **lived 200 miles apart, there was no way we could have**
 23 **colluded in this story.**
 24 Q. But in around 2006/2007, Northamptonshire Police
 25 contacted you, as I understand it?

Page 57

1 **A. They did. I had a call from a police officer -- can**
 2 **I ...?**
 3 Q. If you just say "a police officer"?
 4 **A. A police officer, who said to me, "Do you know the name**
 5 **Colin Pritchard?", and I said -- my blood ran slightly**
 6 **cold, and I said, "Yes", and he said to me, he said,**
 7 **"Well, you may be able to help me, and I think I can**
 8 **help you", and he gave me his number and contact**
 9 **information at Northampton Police and said, "Phone up,**
 10 **check me out, check I am who I say I am, and all the**
 11 **rest of it, and we will start", and then the**
 12 **Northamptonshire Police started an investigation.**
 13 Q. What would you describe as the contrast between the
 14 Northamptonshire Police -- your experience of
 15 Northamptonshire Police in comparison to your experience
 16 of Sussex Police six or seven years earlier?
 17 **A. It was like night and day. The investigating officer**
 18 **from Northampton was -- he was very attentive. He gave**
 19 **me a direct contact number so I could call him any time.**
 20 **They didn't offer me any therapeutic support or anything**
 21 **like that, but they were very supportive. You know,**
 22 **they were contactable, they kept me updated on what was**
 23 **going on. I know it was, you know, some years later,**
 24 **but we did preliminary interviews, we then did, you**
 25 **know, an ABE videotaped interview, as you would do**

Page 58

1 **nowadays, and it was all hugely professional, in**
 2 **contrast to the Sussex Police investigation.**
 3 Q. Reverend Pritchard eventually pleaded guilty to an
 4 assault against you. How did they manage -- but that
 5 was at quite a late stage, as I understand it. How did
 6 you feel you were managed through the trial process?
 7 **A. I was given some -- I was given plenty of information**
 8 **about the trial process. I was put in touch with the**
 9 **CPS barrister, who was called Annie Cotcher. I thought**
 10 **she was very good at the time. She was supportive and**
 11 **explained things. It was arranged that there would be**
 12 **a trial, but even when that trial -- they then**
 13 **essentially came to a plea agreement because Pritchard**
 14 **had originally been charged with conspiring with**
 15 **Roy Cotton in the abuse of young boys, but it was agreed**
 16 **that charge would be dropped if he pleaded guilty to**
 17 **specimen charges, so it meant there was not going to be**
 18 **a full trial. But the CPS and Northampton Police did**
 19 **agree for me to attend. They did get me a hotel in**
 20 **Northampton so I could attend court. You know, I was**
 21 **met by somebody from victim support when I attended**
 22 **court in Northamptonshire. So, yeah, it was -- it could**
 23 **have been better, but compared with Sussex, it was**
 24 **a world apart.**
 25 Q. So in between 1999 and the conviction of

Page 59

1 Reverend Pritchard in 2008, you had had discussions and
 2 conversations with various individuals from the Diocese
 3 of Chichester. Can I take you through some of those?
 4 **A. Yeah, you can. I don't know if you wanted to go back to**
 5 **the IPCC and how that came about?**
 6 Q. Tell me about the IPCC and then we will move on?
 7 **A. The IPCC came about because, following the conviction of**
 8 **Colin Pritchard, during that investigation I found out**
 9 **that Sussex Police didn't retain the police file, and**
 10 **I've explained to you how serious I thought this was,**
 11 **and what the allegations were. I got -- when**
 12 **Northamptonshire came down to examine the police file,**
 13 **they found out that it didn't exist. Sussex Police then**
 14 **came up with loads of excuses like it had been misfiled,**
 15 **I was told at one point it had been put onto microfiche**
 16 **and that had gone to the police headquarters at Lewes**
 17 **and they couldn't find it because of a spelling mistake.**
 18 **All sorts of things I was told. Eventually, I made an**
 19 **IPCC complaint because I thought the Sussex Police**
 20 **investigation, for lots of reasons, had not been handled**
 21 **correctly.**
 22 **Unfortunately, the IPCC came back and said that it**
 23 **was not -- it didn't constitute a complaint because an**
 24 **IPCC complaint must be a complaint against a named and**
 25 **numbered officer of misconduct. This was, you know,**

Page 60

<p>1 a management and control issue, they called it. 2 So what they did is, they put me in touch with the 3 head of operations for Sussex Police, who was -- 4 Q. We have a copy of the letter that the IPCC wrote, 5 page 72 of your witness statement, don't we? 6 A. Yes. 7 Q. If you want to just have a quick look at it. It is your 8 supplementary witness statement. 9 A. Yeah, I don't know if that's ... okay. Oh, no, this was 10 Mark Ling's correspondence, yeah. 11 Q. There is something at page 72 from Mr McPhilemy, 12 detective inspector in the professional standards 13 department. 14 A. Oh, page 72. 15 Q. Yes, paragraph 331. 16 A. Yeah, that's right. This is where they're identifying 17 it as a direction and control issue, and so they 18 regarded it as a management issue, because I couldn't 19 say who was the person who was responsible for reviewing 20 or deciding what to do with this police file. 21 Anyway, eventually, DCI Ling told me that it had 22 been Sussex Police's policy in 1999 and through to -- 23 through the early 2000s to destroy any undetected case 24 file -- any undetected case file -- after three years, 25 and I was utterly astounded by this. It turned out</p> <p style="text-align: center;">Page 61</p>	<p>1 you remain very unhappy with the way that your case was, 2 firstly, dealt with by Sussex Police and, secondly, the 3 way that the file was -- 4 A. I do, because there are a number of issues. This case 5 has been looked at by a number of reviews and 6 investigations. 7 Q. Yes. 8 A. The investigating officer of the time, at every point, 9 has been unable to be interviewed for various reasons, 10 usually welfare issues, and I've been given various 11 explanations for that and, even now to this inquiry, 12 this particular officer cannot be interviewed because he 13 has problems. 14 Q. Let's just leave that there, yes. Thank you, 15 Mr Johnson. Okay. That's fine. Is there anything else 16 you want to say about the police investigation or 17 anything with the IPCC or shall we move on to the 18 relationships between you and various individuals within 19 the diocese? 20 A. No, no, you can move on. 21 Q. All right. The first time I understand you communicated 22 directly with the diocese is when you sent a letter to 23 the then Bishop of Lewes, Reverend Wallace Benn, setting 24 out -- we don't need to take you to the letter, but 25 setting out at some length your feelings and what had</p> <p style="text-align: center;">Page 63</p>
<p>1 they'd just thrown it away, and that's why it didn't 2 exist. And I find that shocking and astounding to this 3 day. I was told that it had been reviewed around 4 2005/2006 by an officer unknown, which I find strange 5 because in Sussex Police's evidence to this inquiry, 6 their file retention changed prior to 2005, and this 7 I would -- I would have thought this would have been 8 regarded as a serious case and on that review they 9 should have retained it for at least five years under 10 their new rules and it wasn't retained. And 11 Richard Inquiry was in 2004, which obviously had a huge 12 emphasis on file retention. 13 So if it had been reviewed in 2005/6, I would have 14 thought it would have been kept under the changes that 15 were brought in after Richard. You know, I had a big 16 issue with this police file being destroyed after three 17 years. 18 Q. Yes. Just to indicate, there is a contemporaneous note 19 of the police record at page 74 of your supplementary 20 witness statement, which, for the benefit of 21 the evidence handler, is ANG000222. I don't think 22 I need to take you through the contemporaneous notes. 23 You have just told us what's been said. 24 A. No, no. 25 Q. Just on that basis. So you were -- well, you were and</p> <p style="text-align: center;">Page 62</p>	<p>1 happened to you and the fact that you would like some 2 help and support from the church. What was the response 3 of the church to this, or the response of Bishop Benn to 4 this, Bishop Wallace to this? 5 A. I'd like to just note, or for people to note, that the 6 title of the message I sent to Bishop Wallace Benn, the 7 first one, was "Help". I detailed -- I had a brief 8 introduction and then I attached a lengthy message into 9 a kind of rough diary form which detailed the abuse that 10 I'd suffered and the impact that it had had on my life 11 in some detail. 12 Q. Yes. 13 A. It is many pages long. I did receive a response. This 14 was in 2003. But it was only an email response. It did 15 suggest that maybe I should speak to a priest or maybe 16 I should speak to the diocesan safeguarding adviser, but 17 other than that it didn't offer me anything. I thought 18 it was a very minimal response, actually. 19 Q. So I think if we can get this response up, that's 20 ACE021705_033. It should be coming up on the screen. 21 Is that it? 22 A. That's my letter to -- 23 Q. I think, does it go down?: 24 "Thank you for your email and attachment." 25 A. Oh, yes.</p> <p style="text-align: center;">Page 64</p>

<p>1 Q. I think it is at the bottom. Could we get on to the 2 next page, ACE021705_034, which I think should be -- 3 A. This is very interesting because it says this was 4 familiar to them, they'd read the 2000 PIE magazine 5 article. The thing that instigated this was I'd met yet 6 another victim, you see, of Roy Cotton, I'd bumped into 7 somebody, and I think that there was a misunderstanding 8 on Bishop Wallace's part because he thought this was 9 a long time ago and it wasn't, it was something that had 10 just happened, and that's what instigated me contacting 11 them. Obviously, I had been hugely frustrated by the 12 police investigation. I was aware that there were other 13 victims. This was 2002. You know, the police file 14 should have still been open and active. So if the 15 police had been aware of this or other victims at this 16 time, it would have rekindled the police case and we may 17 have got prosecutions, you know, 15 years ago. So that 18 was the significance of it. 19 Yes, so I thought it was a pretty inadequate 20 response, really. 21 Q. Can I take you to other parts of the correspondence, 22 which is still the same reference number, but 35 to 38, 23 please. You then entered into sort of correspondence 24 between yourself and Reverend Benn. Again: 25 "This makes distressing reading. I find it</p> <p style="text-align: center;">Page 65</p>	<p>1 was actually the most significant thing about this 2 letter. 3 The regards to Roy Cotton being ill and being cared 4 for in a home, I just took at face value in this letter, 5 and presumed that that was the truth. 6 Q. Okay. So you were happy with this letter as far as it 7 went, and presumed it was the truth. You then engaged 8 in a series of further correspondence between yourself 9 and mainly Bishop Wallace at the time, which ultimately 10 ended up in a conversation when you found out that 11 Reverend Cotton in fact had had a previous conviction in 12 1954, or you believed that that might be the case, in 13 2008. 14 Now, we have a transcript of that particular 15 conversation because you in fact secretly recorded it, 16 and in your witness statement you say that you hid 17 a tape recorder in your sock? 18 A. I did. 19 Q. Evidence handler, that's ANG000217, which is an entire 20 transcript of the conversation, of the tape. 21 Can I ask, why did you feel the need to record 22 a conversation with -- I believe this conversation was 23 between yourself, Ms Hosgood, who was the diocesan 24 safeguarding adviser, and Reverend Benn. Why did you 25 feel compelled to record the conversation? Obviously</p> <p style="text-align: center;">Page 67</p>
<p>1 difficult", et cetera, et cetera. 2 As I understand it, you weren't very happy about 3 receiving -- can I take you through 35 all the way 4 through 38, if that is possible. It is the last page, 5 the top paragraph: 6 "With regards to Reverend Cotton, the current 7 circumstances are that the last I heard he was very ill 8 indeed and being cared for in a home. There is no 9 question whatsoever of him having any further ministry." 10 A. Yes. 11 Q. Now, I understand you're unhappy with that because of 12 what you subsequently learned. At the time, you didn't 13 know any different? 14 A. Well, it wasn't from this that I was unhappy, because 15 from this I believed Bishop Wallace. You know, he'd -- 16 you know, this letter -- firstly, I thought it had been 17 written by Bishop Wallace. It transpires that it 18 hadn't, it had been written by the diocesan safeguarding 19 adviser, Tony Selwood. So I thought this was a much 20 better response than the initial one that I'd had, but 21 then it would be because it was written by 22 a safeguarding professional. But I didn't know that. 23 The more significant thing about this letter is that 24 it states in this letter that my account is accepted and 25 that it is believed, my account is believed, and that</p> <p style="text-align: center;">Page 66</p>	<p>1 this is in the days before smart phones, so it was quite 2 an operation, I imagine. 3 A. This was on a dictaphone, an old-fashioned dictaphone. 4 There had been a lot of developments. It was almost as 5 if nobody believed anything I said up until the 6 conviction of Colin Pritchard in 2008. From that point, 7 really, I felt a huge sense of vindication because at 8 least a part of what I'd said had been proven to be 9 true. 10 As part of the response to that, a meeting was 11 arranged between myself and Shirley Hosgood, which you 12 also have a recording of that meeting, but for reasons 13 I'm sure you can understand, I didn't have an awful lot 14 of trust for the police or the church at this point 15 because I believed they were both lying to me or they 16 were incompetent. I had no reason to have any faith in 17 them, anyway. 18 Q. I believe that's in particular because the diocese had 19 published a statement saying that they were astonished 20 by the allegations about Pritchard, and you were unhappy 21 because -- 22 A. They were. No, they said they were astonished to learn 23 of the allegations. Well, you know, they knew about 24 them at least 12 years earlier. 25 Q. So this meeting was part of an attempt for them to what</p> <p style="text-align: center;">Page 68</p>

<p>1 in today's parlance would be called reaching out to you?</p> <p>2 A. It was part of a pastoral response which, you know,</p> <p>3 I had arranged, I had asked for this meeting. Anyway,</p> <p>4 during the meeting I had with Shirley Hosgood at my</p> <p>5 home, which I also recorded -- and I recorded this</p> <p>6 because I didn't trust them and I was fishing for</p> <p>7 information. You know, I believed -- in the letter --</p> <p>8 the response from Bishop Wallace, I believed the only</p> <p>9 reason, you know, that he would say that my account was</p> <p>10 accepted and he believed it was if they knew that it was</p> <p>11 true.</p> <p>12 Q. Yes.</p> <p>13 A. It was if there was evidence to prove that it was true.</p> <p>14 Otherwise, they were essentially admitting liability.</p> <p>15 So I was very, very suspicious. So I was fishing for</p> <p>16 information, basically. I was fishing for evidence.</p> <p>17 I was aware by this stage that multiple other victims</p> <p>18 had come forward which could have reactivated the</p> <p>19 earlier police investigation, and those cases had not</p> <p>20 been reported, it would seem, or Sussex Police had</p> <p>21 failed to act on them. We were talking several by this</p> <p>22 stage, probably about seven victims in total, who had</p> <p>23 been identified.</p> <p>24 Q. Okay.</p> <p>25 A. Then, as part of this follow-up meeting from the 2008</p> <p style="text-align: center;">Page 69</p>	<p>1 a conviction from 1954?</p> <p>2 A. That's a different meeting.</p> <p>3 Q. Right.</p> <p>4 A. There were lots of meetings. Eventually, as a result of</p> <p>5 my protestations and my own personal investigations and</p> <p>6 talking to the multiple other survivors that I'd</p> <p>7 identified by this stage, I had a meeting with</p> <p>8 Bishop Wallace Benn which Shirley Hosgood attended. One</p> <p>9 of the things that happened is -- anyway, we will come</p> <p>10 back to that.</p> <p>11 Bishop Wallace, in that meeting, I wanted answers</p> <p>12 about this prosecution -- this previous conviction and</p> <p>13 who knew about it when, sort of thing.</p> <p>14 Q. If I can just identify, for the purposes of the panel,</p> <p>15 we have obviously got it up on screen but it is also</p> <p>16 behind tab 32, certainly of my bundle. Whether it is</p> <p>17 your bundles, I'm not sure, but tab 32 of the paper</p> <p>18 bundles.</p> <p>19 So you wanted answers from Bishop Benn?</p> <p>20 A. I wanted answers because it was clear to me by this</p> <p>21 stage that the church and specifically Bishop Wallace</p> <p>22 because I know that at least one of those contacts from</p> <p>23 AN-A37 had been directly with Bishop Wallace, and he</p> <p>24 gave me a really detailed account. He described the</p> <p>25 inside of Bishop Wallace's office, he described the</p> <p style="text-align: center;">Page 71</p>
<p>1 trial, Shirley Hosgood disclosed to me in that meeting</p> <p>2 that Roy Cotton had a previous conviction from 1954.</p> <p>3 Now, she didn't know, but I had actually found that out</p> <p>4 some days before from another -- from AN-A31, who she</p> <p>5 did not know I was in contact with.</p> <p>6 Q. Right.</p> <p>7 A. So I was already aware of her interactions with him and</p> <p>8 that she had been supporting him and trying to, you</p> <p>9 know, help him, to a sense. So I knew what the church's</p> <p>10 response to him had been.</p> <p>11 Q. Right.</p> <p>12 A. So I arranged to meet with Shirley with that knowledge,</p> <p>13 because she'd already been in contact with him and</p> <p>14 supporting him. So I wasn't as shocked in that meeting</p> <p>15 as I may have been that she disclosed this information</p> <p>16 to me, but -- because I was already -- I had already</p> <p>17 kind of got over the main shock of it. But I still</p> <p>18 think it's utterly shocking that somebody with</p> <p>19 a child abuse conviction could be ordained as a priest</p> <p>20 and allowed to work completely unsupervised, not only,</p> <p>21 you know, in a large parish in a big town with lots of</p> <p>22 young children, but also to take children regularly on</p> <p>23 foreign trips completely unsupervised.</p> <p>24 Q. What did Shirley Hosgood or Bishop Benn at that meeting</p> <p>25 say to you about what they knew of the fact that he had</p> <p style="text-align: center;">Page 70</p>	<p>1 model of a Ferrari 250 GTO on the shelf behind his desk.</p> <p>2 Okay. Yet Bishop Wallace in his statement claims that</p> <p>3 this meeting was very casual and took place on the</p> <p>4 driveway. You know, how would he know what models he</p> <p>5 had on his shelf, behind his desk, if it took place on</p> <p>6 the driveway? And I assure you, that model was there.</p> <p>7 So I knew that there had been other victim contacts and</p> <p>8 I knew that there had been this previous conviction. So</p> <p>9 I asked Bishop Wallace what he knew about the</p> <p>10 conviction.</p> <p>11 Q. We have got this. If I could take everybody to the</p> <p>12 transcript, page 15 of the transcript. Top of page 15.</p> <p>13 This is what Bishop Benn says:</p> <p>14 "BISHOP BENN: So, as far as we were concerned,</p> <p>15 there was total cooperation with the police, and</p> <p>16 I became very concerned, having talked to Roy, that the</p> <p>17 police investigation was dropped then, because I saw</p> <p>18 Roy, you know, several times and I became very, very</p> <p>19 uneasy about Roy and the truthfulness or otherwise of</p> <p>20 what he was telling me. The case with Colin Pritchard</p> <p>21 was a little bit -- a little bit different, but -- I'll</p> <p>22 come to that in a moment, but I became very, very uneasy</p> <p>23 about the stuff from Roy, and I basically didn't believe</p> <p>24 him; and I had a long conversation with my archdeacon at</p> <p>25 the time---</p> <p style="text-align: center;">Page 72</p>

<p>1 "PHIL JOHNSON: Yeah?"</p> <p>2 Then there's some discussion about who the</p> <p>3 archdeacon is:</p> <p>4 "BISHOP BENN: ... [he] is a lovely chap ... we</p> <p>5 had a long conversation about it, and I said to</p> <p>6 Nicholas~..."</p> <p>7 This is at the bottom of the page:</p> <p>8 "... 'Really, how can we get to the bottom of this?</p> <p>9 I'm very, very troubled about it'."</p> <p>10 Then Bishop Benn, at the top of the next page, says:</p> <p>11 "Now, well, at that stage we didn't ..."</p> <p>12 Then we can read down that:</p> <p>13 "... I think there was an anonymous accusation ...</p> <p>14 Nicholas went to see Roy ... we pushed Roy into</p> <p>15 retirement, and I refused to let him officiate ..."</p> <p>16 We will obviously deal with Bishop Wallace about</p> <p>17 that situation or not:</p> <p>18 "So, from my point of view ... I'm deeply sorry ...</p> <p>19 we did everything we could ... when I had that</p> <p>20 conversation with Nicholas ..."</p> <p>21 That's Nicholas Reade, who was, at that point, the</p> <p>22 bishop of Blackburn, but he had been the rural dean at</p> <p>23 the time:</p> <p>24 "... he told me [this is the third paragraph down]</p> <p>25 out of the conversations with -- and I haven't told you</p> <p style="text-align: center;">Page 73</p>	<p>1 office or not."</p> <p>2 Then Shirley Hosgood says:</p> <p>3 "I think that's something we're learning very much</p> <p>4 from --"</p> <p>5 A. Yeah, and I point out that it's on the file now and it's</p> <p>6 from the 1950s so it must have been there.</p> <p>7 Q. It must have always been on the file.</p> <p>8 A. Throughout this period.</p> <p>9 Q. Yes.</p> <p>10 A. Unless it was removed and replaced.</p> <p>11 Q. But as I understand, there were several files which were</p> <p>12 circulating which we will obviously hear about from</p> <p>13 Shirley Hosgood and from other individuals. So there</p> <p>14 were several methods of record keeping in operation at</p> <p>15 that time within the diocese?</p> <p>16 A. Yes. The point was that Bishop Wallace in that gave</p> <p>17 a fairly detailed account of how Nicholas Reade had been</p> <p>18 over to talk to Roy Cotton about this, Roy Cotton had</p> <p>19 disclosed this previous conviction. This was at the</p> <p>20 point in 1999 around the time the police investigation</p> <p>21 finished and they decided -- I mean, I would point out</p> <p>22 that that was exactly at the time of Roy Cotton's</p> <p>23 70th birthday and he was scheduled to retire anyway.</p> <p>24 Q. Anyway, yes.</p> <p>25 A. So I don't think they pushed him into retirement, as</p> <p style="text-align: center;">Page 75</p>
<p>1 this before, because it's only just come back to my</p> <p>2 memory."</p> <p>3 A. He said that to Shirley Hosgood. So he turned to</p> <p>4 Shirley Hosgood and said that.</p> <p>5 Q. Okay. Obviously that doesn't come across in the</p> <p>6 transcript.</p> <p>7 A. He's talking to me, and he says to Shirley, "And</p> <p>8 I haven't told you this before".</p> <p>9 Q. "... it's only just come back to my memory. He told me</p> <p>10 out of those conversations that he -- that there had</p> <p>11 been a previous conviction, way back in the 1970s, which</p> <p>12 I didn't know about."</p> <p>13 You then say:</p> <p>14 "Well, there's -- well, unless there was another one</p> <p>15 in the 1970s."</p> <p>16 Shirley then says, "It wasn't the 1970s". You then</p> <p>17 say:</p> <p>18 "There's one in the 1950s. That's what ..."</p> <p>19 Then Bishop Benn, at the top of page 17, says:</p> <p>20 "Sorry, it must've come ... which way round ...</p> <p>21 Anyway ... that's right, it was the 1950s.</p> <p>22 "...</p> <p>23 "Yeah, that's right; which I didn't at that stage</p> <p>24 know about, and I didn't have it on file here, but</p> <p>25 I don't know whether it was on the file in the diocese</p> <p style="text-align: center;">Page 74</p>	<p>1 they said. I think it was just a fortunate coincidence</p> <p>2 for them. He clearly said that Nicholas Reade had told</p> <p>3 him about the conviction. The conviction was on</p> <p>4 Roy Cotton's blue file, which is the clergy personnel</p> <p>5 file.</p> <p>6 The most astounding thing, though, is that this</p> <p>7 conviction didn't come to light in the original police</p> <p>8 investigation between 1996 and 1999. It was never</p> <p>9 referred to.</p> <p>10 The investigating officer certainly didn't appear to</p> <p>11 be aware of it at all, and I only found out about it</p> <p>12 obviously in 2008 following the second police</p> <p>13 investigation.</p> <p>14 The police officers investigated -- the Northants</p> <p>15 police officers and the people doing the subsequent</p> <p>16 reviews all thought that, had that been brought to light</p> <p>17 during the original police investigation, it would have</p> <p>18 put a whole different character on that police</p> <p>19 investigation, if you knew you were dealing with</p> <p>20 somebody who was already a convicted offender. Now,</p> <p>21 that may not have been able to have been put into</p> <p>22 evidence in any trial at that time --</p> <p>23 Q. No, it wouldn't have been.</p> <p>24 A. -- but it surely would have given more impetus to the</p> <p>25 investigation and enquiry.</p> <p style="text-align: center;">Page 76</p>

<p>1 Q. I understand from what Sussex Police said to you at the 2 time is they said, "Well, it probably wouldn't have 3 done", precisely because it couldn't have been adduced 4 as bad character evidence in the way that it could 5 subsequently, after 2003, have been done? 6 A. Yeah, but I don't accept that, because -- it may not 7 have been able to have been entered into evidence in 8 court prior to any verdict. It could have been used in 9 sentencing, had he been found guilty. But if you are 10 a police officer and somebody makes a complaint of, you 11 know, burglary and identifies somebody as the burglar, 12 and you come -- you bring them in and it's somebody 13 who's got no criminal record, whiter than white, decent 14 position in society, you might say, "No, no, it's not 15 possible", or whatever. If you bring someone in and you 16 see they have already got a previous conviction and 17 probably a number of other complaints, because, you 18 know, by this time we had had lots of other complaints, 19 you would view that entirely differently, and I think 20 the amount of time and resources and energy you put into 21 that investigation would be entirely different had you 22 had that knowledge. 23 So I think there's a serious failing in all the 24 institutions involved that this conviction didn't come 25 to light for 12 years of investigations.</p> <p style="text-align: center;">Page 77</p>	<p>1 A. It was mainly, I think, because of funding. I don't 2 think the funds were in place. Initially, all the funds 3 had to be negotiated from the bishops' discretionary 4 fund. I think that was a limited resource -- 5 Q. This is 2008/2009 -- 6 A. 2008 through to 2010, sort of thing. 7 Q. Okay. 8 A. I think they had limited resources and had better things 9 to spend the money on and saw it as a bit of a burden 10 and a bit of a nuisance, really, having to pay for 11 therapy. It was even more complicated because I was 12 trying to arrange funding for therapy for my brother and 13 he was in the United States. So there were practical 14 difficulties, there were difficulties with transferring 15 money, and therapy is a lot more expensive in the 16 United States than it is here, which was another issue. 17 So it was a constant battle. Most of my contacts with 18 Shirley Hosgood were actually about arranging therapy 19 and arranging funding for therapy for either myself or 20 my brother or both. 21 Q. How much therapy, in the end, was paid for on your 22 behalf? 23 A. Prior to me issuing a claim against the diocese, not 24 a vast amount. Things changed after I issued a claim 25 because, at that point -- at some point there was an</p> <p style="text-align: center;">Page 79</p>
<p>1 Q. Can we turn now to -- you have already said that you had 2 had some meetings with Shirley Hosgood, who was then the 3 diocesan safeguarding adviser as a result of 4 the conviction of Reverend Pritchard. What was your 5 relationship like with Ms Hosgood and how did you find 6 her as your sort of go-to support person? 7 A. I thought that she was very professional. I thought she 8 was supportive and willing to be supportive. She made 9 herself available and so I had a direct telephone number 10 for her. You know, this was before the time when they 11 had additional support workers in the Diocese of 12 Chichester, so she was the sole point of contact. 13 But she made herself available above and beyond her 14 working hours, for example, and I think, you know, she 15 didn't do that as part of her job. I think she did that 16 because she was a decent person who cared about victims 17 and survivors in these cases. 18 Q. Did the diocese offer you, during that period of time, 19 any counselling or reparations or redress of any kind? 20 A. No, they never offered any reparations or redress. 21 I don't think they ever have. And they didn't offer me 22 any counselling support or anything like that. I asked 23 for it fairly early on with Shirley, and pursued it. 24 But it did prove to be quite problematic in terms of -- 25 Q. Why was that?</p> <p style="text-align: center;">Page 78</p>	<p>1 agreement that the Ecclesiastical Insurance Group would 2 fund -- would provide for a therapy fund and from that 3 point on, then funding was agreed and it was 4 uninterrupted. So throughout the course of sort of 5 2010/2011 onwards, there was a therapy fund which 6 I didn't have to keep going and pleading for money and 7 pleading for therapy. 8 Q. So it sort of happened as if you needed it and on 9 clinical advice? 10 A. Yes. 11 Q. Rather than you having to say, "Can I have a bit more, 12 please"? 13 A. Yeah, once EIG had provided the funds. But that only 14 happened because I issued a claim. Had I not issued 15 a claim against them, it would have still been piecemeal 16 grovelling for a few more sessions for counselling, 17 really, I think. 18 Q. Alongside the reparations and redress issue, the diocese 19 firstly commissioned the past -- well, as part and 20 parcel of the national past cases review from an 21 individual called Roger Meekings. You, I think, were 22 unhappy about the terms of reference of the past cases 23 review at the time and indicated that. What were your 24 concerns about the terms of reference for the past cases 25 review?</p> <p style="text-align: center;">Page 80</p>

<p>1 A. Well, firstly, the past cases review wasn't – it wasn't 2 instigated by the Diocese of Chichester. 3 Q. No, it was a national -- 4 A. It was instigated by the church nationally, but each 5 diocese did appoint a reviewer. In the case of 6 the Diocese of Chichester, they appointed 7 Roger Meekings. Now, Roger – I was told about this by 8 Shirley Hosgood because Roger Meekings had been 9 a professional colleague of Shirley Hosgood and she 10 spoke very highly of him. 11 Now, I looked up what the terms of reference were 12 for the past cases review and it was essentially 13 a review of around – I can't remember how many it was, 14 40,000 clergy files going back to after World War II – 15 Q. Yes, it was. 16 A. -- to look for any cases which were not dealt with 17 entirely correctly and according to their safeguarding 18 protocols and/or dealt with as a police matter. 19 However, they decided to exclude anybody who was dead, 20 any alleged perpetrator who was dead, and people that 21 were in retirement, they didn't seem to pose a risk and 22 it only related to clergy, it didn't relate to other 23 church officers or volunteers. So I thought the scope 24 was appallingly limited and I pointed out -- most of my 25 contacts were via Shirley Hosgood, because that was my</p> <p style="text-align: center;">Page 81</p>	<p>1 be speaking to any witnesses. This was going to be 2 a review of records and files only, to which I pointed 3 out that, "Then this review can only be as good as your 4 record keeping", and we had already established that the 5 record keeping was atrocious, "so how can this review be 6 of any worth whatsoever?" However, nobody took any 7 notice of my protestations, the review went ahead and it 8 eventually reported and concluded that there were 9 13 cases nationally in the last 50 years that had not 10 been dealt with absolutely correctly within the whole of 11 the Church of England. 12 A few of those were referred to the statutory 13 authorities. I think two were investigated by the 14 police and no action was taken in any of them. That was 15 the church giving itself a clean bill of health. I was 16 furious. I said, "I know more cases than this just in 17 Sussex". 18 Anyway, as a result of these protestations, and 19 following Roger Meekings' recommendations, the diocese 20 agreed to do a supplementary review of the past cases -- 21 you know, an addenda -- it is now being called an 22 addendum. It wasn't framed in those terms initially. 23 That was a way of trying to avoid publishing it. That's 24 why it was called that. 25 Q. So you were sent a letter which, again, I don't think we</p> <p style="text-align: center;">Page 83</p>
<p>1 main point of contact with the church -- that they were 2 going to miss a huge amount by limiting the scope as 3 they were and that just because an abuser is dead 4 doesn't mean their victims are and those victims deserve 5 justice or recognition just as much as the ones where 6 the perpetrator is still living. 7 So I thought that it was inadequate from that 8 perspective, and then I asked -- bearing in mind my 9 experience through all these police investigations and 10 with all the contact I'd had with the church in between, 11 I had a lot of information and experience to offer to 12 this review. So I asked to be interviewed by the past 13 cases review. They went away and thought about it. And 14 eventually I got a message back, which had to be 15 delivered by Roger Meekings because he was the reviewer 16 and that's -- you know, that's what he was told. But it 17 wasn't his choice and I know that. 18 Q. I think we have -- again, I don't think we need to get 19 it up on screen, but Mr Meekings wrote an email to 20 Ms Hosgood on 19 December 2008 which is set out at 21 pages 16/17 of the supplemental witness statement that 22 you have provided. 23 A. Yeah. No, I don't think we need to go there. My basic 24 point was, I asked to be interviewed. I asked to give 25 evidence to that review. I was told that they would not</p> <p style="text-align: center;">Page 82</p>	<p>1 need to sort of go to on screen, but it is page 20 of 2 the supplemental witness statement, which was sent to 3 you by hand from, I think, the Bishop of Chichester 4 identifying that there would then be a further review 5 into the abuse perpetrated by Reverend Pritchard and 6 Reverend Cotton? 7 A. The way it was explained to me in conversations with 8 both Roger Meekings and Shirley was that this was going 9 to be an independent review into the circumstances 10 surrounding my case -- 11 Q. Yes. 12 A. -- which I more than happily agreed to, because, you 13 know, I had been reassured that Roger Meekings was an 14 independent professional, you know, I had checked out 15 his CV, because I do check people out, and he -- I had 16 every confidence that he would do a thorough job. 17 I subsequently met him. We had some -- I was 18 interviewed by him. I supplied him with the evidence 19 that I had. 20 Q. We have got copies of a contemporaneous note that you 21 made of that meeting, which again I don't think we need 22 to get up, but at page 22 through to page 26 of your 23 supplementary witness statement. 24 So you met him. You had contact with him. You 25 provided a great deal of information to him. Then what</p> <p style="text-align: center;">Page 84</p>

1 happened?

2 **A. Well, then eventually, you know, this review was**

3 **complete, I was told it was complete.**

4 Q. You met with Roger Meekings I believe at the beginning

5 of April 2009?

6 **A. Yeah. You will have to help me with the dates on all of**

7 **this.**

8 Q. That's fine.

9 **A. Obviously it is a huge amount of information. No, I met**

10 **with Roger Meekings. We went over it. I found him to**

11 **be very helpful. He was -- he didn't have an agenda or**

12 **anything, but he was fairly unguarded about what -- his**

13 **views on the culture within the church and things like**

14 **that, but not in a judgmental way. He wasn't prejudging**

15 **the outcome of the inquiry or anything like that. And**

16 **he did want to look into things.**

17 **Obviously, I was very interested in the**

18 **circumstances around the knowledge of the conviction,**

19 **what other knowledge there was of Roy Cotton, and**

20 **Colin Pritchard and Bishop Peter Ball, and in particular**

21 **I wanted to know about the other contact with other**

22 **survivors and what knowledge there was of the church and**

23 **whether --**

24 Q. The church had put two and two together and referred it

25 appropriately?

Page 85

1 **A. Well, put 16 and 16 together, you could say. But no,**

2 **I mean, there was plenty of evidence there. You know,**

3 **it would appear to me that it hadn't been acted on, and**

4 **so I was relying on this report to try and get to the**

5 **bottom of some of this.**

6 MS SCOLDING: It is now 1.00 pm, chair. May we be permitted

7 to take lunch?

8 THE CHAIR: Yes. But before we do, Mr Frank has a question.

9 MR FRANK: Ms Scolding, I don't know if you can help me. It

10 is just in relation to the documentation. You have

11 referred us to the transcript of a conversation with

12 Bishop Benn and Shirley Hosgood and Mr Johnson.

13 MS SCOLDING: Yes.

14 MR FRANK: That has an exhibit reference number ANG000217.

15 It is a 93-page document. It is not dated and

16 I understand it is a transcript of a covert recorded

17 conversation.

18 MS SCOLDING: Yes, it is. It is a transcript of

19 a conversation which Mr Johnson, as we identified,

20 recorded between Wallace Benn and Shirley Hosgood.

21 There was -- but it was recorded covertly.

22 MR FRANK: I understand that. In addition to that, on my

23 desk this morning was another transcript of 112 pages

24 with no date on it. I wonder if you could -- it has

25 a different number, which is ANG000171. I am just

Page 86

1 wondering if you can help us, firstly, in terms of

2 chronology, which precedes which?

3 MS SCOLDING: The ANG000171 precedes the document which is

4 at the back of your file, as I understand it, because

5 this is an interview that took place between

6 Shirley Hosgood and Mr Johnson which preceded and which

7 then led to the transcript that I then took you to.

8 MR FRANK: That's very helpful. Thank you very much.

9 MS SCOLDING: That's my understanding. Is that right,

10 Mr Johnson?

11 **A. I think I provided you with four covert recordings. The**

12 **first one is a meeting between myself and**

13 **Shirley Hosgood where she disclosed the conviction. The**

14 **second one is the meeting between myself,**

15 **Bishop Wallace Benn and Shirley Hosgood at**

16 **Bishop Wallace's office. The third one is a meeting**

17 **between myself, Bishop Wallace, Philip Jones -- no, not**

18 **Bishop Wallace, myself, Bishop John, Philip Jones and**

19 **Shirley Hosgood at Church House in Hove, and the fourth**

20 **one is a recording of the evidence session that I gave**

21 **to Baroness Butler-Sloss at the House of Lords. That's**

22 **the order they are in.**

23 MS SCOLDING: I apologise, Mr Frank, for not making that

24 clear.

25 MR FRANK: No, it is very helpful to understand that. Thank

Page 87

1 you very much indeed.

2 MS SCOLDING: Thank you.

3 (1.03 pm)

4 (The short adjournment)

5 (2.02 pm)

6 MS SCOLDING: Thank you, chair.

7 Mr Johnson, just before lunch, we were dealing with

8 the Meekings review, and you talked us through the past

9 cases review. You identified that you met with

10 Mr Meekings as part of the confidential addendum, as

11 I believe it's been called by some of the witnesses in

12 their witness statements.

13 You were unhappy about not being sent a copy of

14 the Meekings review; that's right, isn't it? Could you

15 explain why?

16 **A. Okay. When I met with Mr Meekings and we discussed the**

17 **review and, you know, the remit of that review and**

18 **everything else, I had a discussion with him that the**

19 **findings of that would be shared with me, with the**

20 **exception of any, you know, confidential, third party**

21 **information, which I accepted that I may not be able to**

22 **have.**

23 **But my understanding was that that was a review into**

24 **my case and it would be shared with me.**

25 Q. Thank you. Can we move on, then, to you then, as

Page 88

<p>1 I understood it, met with Elizabeth Butler-Sloss, who 2 then, after various bits and pieces, the Meekings review 3 wasn't published, but Bishop Hind then commissioned the 4 Elizabeth Butler-Sloss review to be a review of 5 the Meekings review as we understand it. You met with 6 Baroness Butler-Sloss -- that's right, isn't it, as part 7 of the review process? 8 A. It is. There was obviously a long sequence of events in 9 between those two, and it became clear through lots of 10 correspondence between the diocese and with 11 Lambeth Palace that the diocese did not want to publish 12 the Meekings review and that there were serious issues 13 with it. 14 Now, you know, those issues are a matter of 15 interpretation, but -- which I am sure you will deal 16 with with other witnesses. 17 Q. Yes. 18 A. But, you know, I was obviously quite cross and felt very 19 let down that the review into my case was not being 20 shared with me or with anybody else, it would seem, and 21 there appeared to be a complete breakdown in 22 communication not only with me, but with the other 23 people within the diocese. 24 Q. You gave evidence to the Elizabeth Butler-Sloss review 25 and, as I understand it, did you also meet with the</p> <p style="text-align: center;">Page 89</p>	<p>1 legal proceedings. 2 Q. As I understand, in the supplemental witness 3 statement -- again, I don't think we need to go through 4 it in any great detail, but at pages 40 to 41 of that, 5 chair and panel, there is a letter from Philip Jones, 6 who was the Archdeacon of Lewes, to you around 30 -- on 7 30 March 2010, responding to a letter that you had 8 written and identifying that a claim had been issued. 9 At the third paragraph of that letter, it says: 10 "Now that your solicitors have formally notified us 11 of your instructions to them to claim damages, I must 12 work in close liaison with the church's legal advisers. 13 This will inevitably result in my having to be less open 14 and informal than would have been my natural desire." 15 Then it says various things about that: 16 "I shall leave it for the diocese's legal advisers 17 to agree with your legal advisers about the disclosure 18 of minutes and that future correspondence should be via 19 our respective legal advisers." 20 Then there is discussions about why the 21 Meekings Report isn't being published. 22 What was your view about that response by the 23 diocese at that time? 24 A. I wasn't very happy, because that came following 25 a meeting that I had had with a number of interested</p> <p style="text-align: center;">Page 91</p>
<p>1 visitors when they undertook the visitation? 2 A. Yes. I was informed by Bishop John Hind that they were 3 going to undertake another review, an independent 4 inquiry, it was described to me as, by 5 Elizabeth Butler-Sloss in the House of Lords, so I took 6 this as a positive step forward. You know, I thought it 7 would be independent. I thought it would be -- you 8 know, the hearings took place within the House of Lords, 9 so I thought it was, you know, had an officialness about 10 it, if you like, and so I was happy to cooperate with 11 that. 12 Now, there was some complication there because I -- 13 by this time, I issued a claim against the diocese, 14 mainly because I wanted the Meekings Report published. 15 I wanted the truth about what had happened in my case 16 and what all the failings were, and I -- that 17 information was not being shared with me. 18 So had I just wanted to issue a claim to try to get 19 money or compensation, I would have done it in 2008, 20 after we got the conviction. I didn't do that. I tried 21 to engage with the church and I tried to seek answers 22 and work -- well, I thought I was trying to work 23 constructively with them, actually, but that kind of all 24 broke down over the Meekings Report. It was clear they 25 weren't going to give it to me, so that's why I started</p> <p style="text-align: center;">Page 90</p>	<p>1 parties at Church House, which was essentially a meeting 2 between myself and Bishop John Hind. At the end of that 3 meeting, I had mentioned the fact that I may issue 4 a claim, and I had sought assurances that the claim 5 would be -- I said the claim would be in respect of 6 the childhood sexual abuse, and that obviously didn't 7 cover everything that had happened within the diocese 8 over the last few years -- 9 Q. Yes. 10 A. -- or the Meekings Report. So I requested, and 11 I believed I was given some assurance, that our dialogue 12 could continue in relation to those matters. 13 Q. Yes. Which you considered were separate? 14 A. I considered that they were separate issues, that the 15 childhood sexual abuse was one issue and the 16 institutional response of the diocese was a separate 17 issue. I felt as if that was, you know, trying to close 18 me down. 19 Q. Turning back to your meeting with 20 Elizabeth Butler-Sloss, I understand this took place in 21 the House of Lords. I know in your supplementary 22 witness statement you identify some concerns in the 23 meeting that you had with her about her approach to your 24 input into the review? 25 A. Yes. I had some concerns from shortly -- initially,</p> <p style="text-align: center;">Page 92</p>

<p>1 I was pleased with the announcement that 2 Dame Butler-Sloss would be conducting the review, but 3 I immediately Googled her and started to do a bit of 4 homework and I found out that she was very closely 5 connected with the Church of England, and that concerned 6 me because I thought there was a conflict of interest 7 there, I thought she wasn't particularly independent -- 8 or not independently minded, anyway. So that gave me 9 cause for concern.</p> <p>10 I tried to arrange meetings with Dame Butler-Sloss 11 over quite an extensive period, but the civil action was 12 used, I think, as an excuse to prevent those meetings 13 from taking place.</p> <p>14 Q. Okay.</p> <p>15 A. And I was told that, you know, this could not happen 16 whilst any litigation was ongoing.</p> <p>17 On the conclusion of the litigation, I then 18 recontacted Elizabeth Butler-Sloss and requested 19 a meeting so that I could give my evidence to her 20 inquiry.</p> <p>21 Q. Just to be clear, it is pages 47 through to 49, is your 22 correspondence of the supplemental witness statement to 23 that.</p> <p>24 A. Yes, so I requested the meeting. I was never told that 25 the Butler-Sloss review was essentially a review of</p> <p style="text-align: center;">Page 93</p>	<p>1 review, and these are, chair, from pages 49 through to 2 56. Again, I don't think we need to go through them. 3 But I think you were of the view that there were errors 4 of fact which were not something that you were very 5 happy about?</p> <p>6 A. That correspondence directly with Dame Butler-Sloss was 7 in response to an advance copy before publication of 8 the report. I received a copy for review and so those 9 are, you know, errors of fact, as far as I can see, in 10 that review.</p> <p>11 Now, not an awful lot of notice was taken of most of 12 those, and then the report was published and it still 13 contained a number of errors which, with the help of 14 a journalist from the BBC, Colin Campbell, we started to 15 pick apart some of those errors of fact.</p> <p>16 Q. That then led to -- I think there might have been an 17 addendum; is that correct?</p> <p>18 A. Yes. So consequently, Dame Butler-Sloss didn't see the 19 relevance of this. She was more concerned about the 20 recommendations and that they were robust, and they 21 were. I mean, I helped with writing the 22 recommendations, so, you know, so I accept the 23 recommendations are good. But the -- you know, the 24 errors of fact I think are significant because they show 25 that the information provided by people in the Diocese</p> <p style="text-align: center;">Page 95</p>
<p>1 the Meekings Report. You know, nobody had explained 2 that to me. I was never told that the Meekings Review 3 was a confidential addendum to the past cases review. 4 Both of these had been, to my understanding, independent 5 reviews of my case, you know, all the circumstances 6 surrounding my case.</p> <p>7 I think these were almost -- particularly with the 8 Meekings Review, I think these were excuses that were 9 made up after the event to prevent them getting into the 10 public domain.</p> <p>11 Now, as far as Elizabeth Butler-Sloss is concerned, 12 when I met her, I walked into the evidence session to 13 give evidence and she said to me, "Oh, well, I've 14 completed my report and I've come to my findings and 15 conclusions already, but it's okay, because you can have 16 input into the recommendations", and we did, 17 Ann Lawrence -- Alana Lawrence and myself from MACSAS 18 worked quite closely with Dame Butler-Sloss on compiling 19 the recommendations for that review. But it was clear 20 that my evidence -- I felt she didn't really want to 21 hear it. I think she'd already arrived at her 22 conclusions and that was that, really.</p> <p>23 Q. I understand that once her review was published, you 24 sent her a long email setting out various factual 25 inaccuracies which you considered were within the</p> <p style="text-align: center;">Page 94</p>	<p>1 of Chichester, certain bishops, and Sussex Police, to an 2 extent, was not accurate -- wasn't full and accurate. 3 I think you can't have a -- you know, a good review if 4 it is factually incorrect. You know, no matter how good 5 the recommendations are.</p> <p>6 Q. Turning now to the visitation, you met, I understand, 7 with the visitors on a couple of occasions, and what was 8 your view about the report which they eventually 9 produced?</p> <p>10 A. I thought they did a pretty thorough job, really. They 11 were very accommodating. They were clearly sympathetic 12 towards myself and other victims and survivors.</p> <p>13 I think the interim report was quite good. It was 14 essentially going over old ground by this point. You 15 know, a lot of what was in that report had already been 16 established, I felt. But I did think it put it on 17 a firmer footing, and I think, you know, their 18 recommendations did more to change the culture and force 19 change within the diocese than anything else.</p> <p>20 Q. Turning maybe to your current role, you are currently, 21 as I understand it, on the National Safeguarding Panel 22 for the church. Can you describe a little bit about 23 what your role is on it and what the National 24 Safeguarding Panel does?</p> <p>25 A. Well, the National Safeguarding Panel is purely an</p> <p style="text-align: center;">Page 96</p>

1 advisory panel, okay, it doesn't have any jurisdiction
 2 over anything. So I sit on that as a representative of
 3 MACSAS, along with Jo Kind, who is my colleague.
 4 So we help -- well, hopefully help to inform policy
 5 and, to a certain extent, review certain items, but I do
 6 feel that the input that we have -- and that the
 7 National Safeguarding Panel itself has in general -- is
 8 quite limited. I think it should be more robust and
 9 should have more power, really. Most of the decision
 10 making seems to be done by the National Safeguarding
 11 Steering Group, and there is very little contact between
 12 the NSSG and the NSP.

13 Q. When you say you would like the National Safeguarding
 14 Panel to have more power, power to do what? Would that
 15 be to initiate policy or to be the ones who signed off
 16 on policy? How would you envisage it working?

17 A. I don't know. Yes, I would like it to be able to, you
 18 know, have a bit more robust input, you know, so that
 19 it, you know, had some teeth. It doesn't have any teeth
 20 at the moment.

21 Q. What teeth would you like it to have?

22 A. I would like it to be able to be consulted more in
 23 a meaningful way, to be able to reject things, to be
 24 able to have more input at an earlier stage. You know,
 25 what tends to happen is that things get -- there's an

Page 97

1 awful lot of policy. There's an awful lot of planning
 2 and drafting of work schedules and things like that and
 3 work to be done, and I think sometimes, you know,
 4 there's an awful lot of paperwork generated and it takes
 5 an awful long time to get anything done. I think things
 6 could be simplified a lot.

7 Q. One of the issues you raised in your supplemental
 8 statement is, you say, in a way, that there is a welter
 9 of policy documents but there isn't a sort of
 10 straightforward precis for the sort of man on the street
 11 or, rather, the man or woman in the church?

12 A. The national safeguarding policy for the church is huge,
 13 unwieldy and very, very complicated. You know,
 14 I describe it as like having a really complex piece of
 15 Ikea furniture with no instructions, you know. The
 16 church has said to me, oh, well, it's actually not meant
 17 for people like me, you know, it is meant for diocesan
 18 safeguarding officers, for them to refer to, and the
 19 church is in the process of producing a parish handbook.
 20 But the National Safeguarding Panel hasn't been
 21 involved in the development of that handbook. You know,
 22 we haven't seen a draft of it, we haven't -- you know,
 23 and I think safeguarding should be -- you know, it
 24 should be regarded in a similar way to, you know, quick
 25 reference cards that are used in aviation. You know, if

Page 98

1 you are on an aeroplane and there's a problem, the pilot
 2 grabs hold of a checklist. It is on one side of one
 3 piece of paper and you go through it, you do this, this,
 4 this, this, and that's it. You know, with church
 5 safeguarding policy, at the moment, in my view, it's
 6 just -- it's just big and complicated and it's very
 7 difficult to know what to do in an emergency, in
 8 a safeguarding situation.

9 Q. I believe that that was one of the recommendations of
 10 the Butler-Sloss review, was that there needed to be,
 11 I think, things on a laminated A4 card, one of
 12 the things that she said. I don't know whether that
 13 might have emanated from you?

14 A. I think it probably did.

15 Q. What's your view as to the role of the diocesan
 16 safeguarding adviser? Because what -- he or she has to
 17 currently undertake a lot of training work, policy work,
 18 but also contact with and day-to-day work like the work
 19 that you describe Shirley Hosgood did with you. How do
 20 you think that works as a concept?

21 A. I think it's fine as a concept, but I think there is
 22 a lot of inconsistency across dioceses. I think there
 23 is -- different dioceses have different levels of
 24 resource. I mean, the Diocese of Chichester now is
 25 often held up as a sort of shining light and an example

Page 99

1 of how things should be done, because they have put
 2 a lot of resources in, they do have support staff, so
 3 they do have -- IDSVAs, for example, to deal with --

4 Q. That's Independent --

5 A. Well, domestic and sexual --

6 Q. Yes, the Independent Domestic and Sexual Violence
 7 Advisers, just for those people who may not know.

8 A. They do deal directly with case work and liaise with
 9 victims and survivors and support them, and that's very
 10 good. But the Diocese of Chichester has done this
 11 because it's had to. It's done this because it was the
 12 diocese that had the most problems. You know, this
 13 wouldn't have been done proactively, I don't think.
 14 This has been done reactively. It's reacted to
 15 situations.

16 And other dioceses don't have that level of resource
 17 because there hasn't been that level of disclosure in
 18 those dioceses. They haven't had the same amount of
 19 problems.

20 So I think that, whilst it's a good concept, I think
 21 there's a fundamental problem, and I know the church
 22 disagrees with me on this, but I have always advocated
 23 the fact that I think diocesan safeguarding advisers
 24 should be independent. They shouldn't be in the employ
 25 of the bishop, essentially, or the diocesan secretary or

Page 100

<p>1 of the diocese.</p> <p>2 Q. They should be employed, what, by the national church</p> <p>3 institution, by a national church institution?</p> <p>4 A. What I have proposed in the past is that you set up</p> <p>5 a national safeguarding organisation to run church</p> <p>6 safeguarding and the diocesan safeguarding advisers are</p> <p>7 employed by that organisation, not by the diocese.</p> <p>8 Therefore, if they then criticise the bishop or the</p> <p>9 diocese, the administration of the diocese, they are not</p> <p>10 being brought into conflict with their employer, which</p> <p>11 obviously, in the case of Shirley Hosgood, led to</p> <p>12 a complete breakdown.</p> <p>13 Q. When you say there should be a national safeguarding</p> <p>14 service, so to speak, would that be something which the</p> <p>15 church would run and pay for?</p> <p>16 A. I think, yes, it would be fine that the church ran and</p> <p>17 paid for it, but I think it should be overseen by an</p> <p>18 external body.</p> <p>19 Q. What, sort of an external auditor? Would that be</p> <p>20 a governmental auditor or --</p> <p>21 A. It could be done by another organisation, the NSPCC or</p> <p>22 a similar body. But I think it should be answerable and</p> <p>23 audited by an external professional body. You know,</p> <p>24 people with professional safeguarding qualifications.</p> <p>25 That's not saying that people within the national</p> <p style="text-align: center;">Page 101</p>	<p>1 the detail now. But, you know, the basic concept is in</p> <p>2 there.</p> <p>3 I envisage it as a service which would grow and gain</p> <p>4 experience on a case-by-case basis, so you wouldn't need</p> <p>5 to fund a huge organisation initially. It would grow</p> <p>6 organically, as its workload grew.</p> <p>7 Q. You have also, I know, because you are very heavily</p> <p>8 involved with MACSAS as well as obviously coming here to</p> <p>9 give us evidence, and we heard from Mr Greenwood</p> <p>10 yesterday about MACSAS' and possibly your view that</p> <p>11 there should be a sort of a redress and reconciliation</p> <p>12 body. Would you envisage that the Safe Spaces Project</p> <p>13 would be part of that or would be separate to it?</p> <p>14 A. I think it could be a part of it. It could be a part of</p> <p>15 a solution. I think there could be possible conflicts</p> <p>16 with the Safe Spaces Project, but, you know, if it was</p> <p>17 an independent support service, I think there could</p> <p>18 potentially be a conflict. So I would see, if there was</p> <p>19 a redress scheme set up, I think that should be</p> <p>20 independent too, and I think they should work hand in</p> <p>21 hand, but I think there should be, you know, clear</p> <p>22 differentiation between them.</p> <p>23 Q. What relationship would the redress and reconciliation</p> <p>24 body have with the national safeguarding service? Would</p> <p>25 it be three separate bodies, in effect? You'd have the</p> <p style="text-align: center;">Page 103</p>
<p>1 safeguarding team don't have those, but I still think</p> <p>2 there should be some external oversight.</p> <p>3 Q. In particular, I know from your supplementary statement</p> <p>4 that you have talked a lot, and the church has talked in</p> <p>5 its witness statement, about the fact that they are in</p> <p>6 the process of setting up a sort of national support</p> <p>7 service for victims and survivors. I think it might be</p> <p>8 called the Safe Spaces Project. Mr Giffin mentioned it</p> <p>9 yesterday. What's your view about that and its</p> <p>10 progress?</p> <p>11 A. Well, the Safe Spaces Project was originally a concept</p> <p>12 that was put to the church when Bishop Paul Butler was</p> <p>13 the lead bishop for safeguarding. It was put to him by</p> <p>14 myself and Alana Lawrence. We envisaged it as an</p> <p>15 independent, arm's length organisation that provided</p> <p>16 support and that was support in -- that was very</p> <p>17 survivor-led support. So that would be if people wanted</p> <p>18 secular counselling and psychotherapy, it could provide</p> <p>19 that; if they wanted, you know, reconciliation with the</p> <p>20 church, meetings with bishops lined up, it would do that</p> <p>21 as well. But this organisation would be funded by the</p> <p>22 church, okay.</p> <p>23 I regarded it as quite a simple and relatively</p> <p>24 inexpensive organisation to set up, and I have outlined</p> <p>25 that in my supplementary statement. I won't go over all</p> <p style="text-align: center;">Page 102</p>	<p>1 survivor -- the counselling arm; you'd have the sort of</p> <p>2 DSAs, the diocesan safeguarding adviser, auditing arm;</p> <p>3 and then --</p> <p>4 A. The safeguarding arm, yes.</p> <p>5 Q. -- the redress arm?</p> <p>6 A. Yeah, no, I think you'd have to sort of compartmentalise</p> <p>7 the three issues. One is safeguarding and running good</p> <p>8 safeguarding, which the church is working very hard to</p> <p>9 do, and I sincerely believe that safeguarding now is</p> <p>10 better than it has ever been within the church. I think</p> <p>11 it is overcomplicated, I think it could be simplified</p> <p>12 a lot. They've spent an awful lot of money on it but</p> <p>13 a lot of that money is spent on, you know, office space,</p> <p>14 lots of staff, things like that, and I think, actually,</p> <p>15 they lose sight of the ball sometimes.</p> <p>16 Q. Okay.</p> <p>17 A. I think the reconciliation part is separate from that,</p> <p>18 and I think the support part, again, is separate.</p> <p>19 I think they need to be dealt with entirely separately.</p> <p>20 But they would have to be linked and they would have to</p> <p>21 feed into one another, because, you know, there is</p> <p>22 important elements where you would need information</p> <p>23 sharing there.</p> <p>24 But that needs to be done with the consent of</p> <p>25 the victims and survivors. You know, that needs to be</p> <p style="text-align: center;">Page 104</p>

<p>1 survivor-led.</p> <p>2 But I don't think you should spend vast sums of</p> <p>3 money on setting up big organisations that can deal with</p> <p>4 hundreds of people because they need to be proportionate</p> <p>5 to the need, and so I think you can do this for</p> <p>6 relatively small amounts of money if you grow them in</p> <p>7 response to demand, and you fund the demand as it is</p> <p>8 necessary. So there needs to be a resource put aside</p> <p>9 that can fund these things and is scalable.</p> <p>10 Q. The only -- I'm just sort of pondering through the</p> <p>11 proposal. I suppose the only issue that the church</p> <p>12 might say in those circumstances is, "Well, that's fine,</p> <p>13 but we need to have a large service because we have</p> <p>14 a large number of people who come and complain to us</p> <p>15 and, if we were to grow organically, that might cause</p> <p>16 difficulties in terms of being reactive rather than</p> <p>17 proactive"?</p> <p>18 A. Yes, I think that's the case to a point. I think it is</p> <p>19 a fair criticism. But I'm thinking of resourcing and</p> <p>20 spending the money wisely. You know, resources are</p> <p>21 limited, and I want that done in a very cost-effective</p> <p>22 way. The Safe Spaces Project has spent a huge amount of</p> <p>23 money -- and I know it is not from the budget for safe</p> <p>24 spaces, but the church has spent a lot of money on</p> <p>25 consultation for the Safe Spaces Project over several</p> <p style="text-align: center;">Page 105</p>	<p>1 investigation that covered the years 2007 and 2008.</p> <p>2 Since 2008, I've -- we have had the past cases review,</p> <p>3 the Meekings Review, the Butler-Sloss Review, the</p> <p>4 Archbishop's Visitation, Dame Moira Gibbs' Review and</p> <p>5 now IICSA. I think I have more experience of inquiries</p> <p>6 and reviews than anybody at this inquiry, which I think</p> <p>7 is crazy. I have offered to share all my experience</p> <p>8 with the Diocese of Chichester in training terms and</p> <p>9 things like that, but over all these years they have</p> <p>10 never actually taken me up on that.</p> <p>11 I keep offering to help IICSA with my experience and</p> <p>12 expertise, and I feel pretty sidelined by IICSA most of</p> <p>13 the time as well.</p> <p>14 Abuse has dominated my life. The abuse went on for</p> <p>15 10 years and obviously there's been another 15 years of</p> <p>16 trying to deal with that. That's had a huge impact on</p> <p>17 me and on my family and it has been at great cost. You</p> <p>18 know, I have to pay tribute to my partner, who puts up</p> <p>19 with this. I don't know why she does, but I would just</p> <p>20 like to thank her.</p> <p>21 The church, I feel, has continually failed me, and</p> <p>22 it's failed many others. It's been slow to change, it's</p> <p>23 been slow to accept responsibility, and, again, it's</p> <p>24 just failed to learn from those mistakes and report and</p> <p>25 share information with statutory authorities.</p> <p style="text-align: center;">Page 107</p>
<p>1 years now, and it hasn't actually spent any money on</p> <p>2 supporting the victims and survivors. I think that's</p> <p>3 kind of got the priorities wrong.</p> <p>4 Q. Is there anything else you would like to say to the</p> <p>5 panel?</p> <p>6 A. If I can take five minutes, I would just like to --</p> <p>7 Q. Do you want to have a think?</p> <p>8 A. No, I would just like to sum up, really, if that's okay.</p> <p>9 I would just like to say that my abuse, from when I met</p> <p>10 Roy Cotton to when I eventually got away from him,</p> <p>11 covered nearly a 10-year period of my life, okay. The</p> <p>12 impact through my teenage years was particularly</p> <p>13 difficult, as I explained earlier, around the ages of 17</p> <p>14 and 18, and then, following that, I had what you would</p> <p>15 probably call today some kind of breakdown.</p> <p>16 What I didn't know, of course, was that Roy Cotton</p> <p>17 was already a convicted abuser, and I don't think that</p> <p>18 should ever have been allowed to happen. You know,</p> <p>19 I reported in 1996. It's been variously misreported as</p> <p>20 1997 in the documents. That investigation went on until</p> <p>21 1999. That took three years.</p> <p>22 Other people came forward, and these were not</p> <p>23 reported to the police. You know, we could have had</p> <p>24 justice an awful lot earlier. This information could</p> <p>25 have come out much earlier. I then had another police</p> <p style="text-align: center;">Page 106</p>	<p>1 It's put its reputation and its internal squabbles</p> <p>2 ahead of safeguarding and responding well to victims.</p> <p>3 The structures of the church are huge and</p> <p>4 complicated and go back to the middle ages. I think</p> <p>5 that is a factor which has affected how the church has</p> <p>6 responded and has also affected the rate of change and</p> <p>7 how they have modernised. I think the church's</p> <p>8 structures need to somehow be simplified to make it more</p> <p>9 accountable.</p> <p>10 But what's really needed is cultural change, not</p> <p>11 changes to structure. You know, with other issues, if</p> <p>12 we compare safeguarding to other issues, we have issues</p> <p>13 like the wearing of seat belts in cars. You don't say</p> <p>14 to people, "Oh, you should wear a seat belt if you think</p> <p>15 you might have a crash", or with crash helmets, you</p> <p>16 don't say, "Oh, you should wear a crash helmet if you</p> <p>17 think you are going to crash and if you think there is</p> <p>18 a reasonable risk that you might get a head injury".</p> <p>19 You say, "You must wear a crash helmet or we will fine</p> <p>20 you", and I think that safeguarding needs to be looked</p> <p>21 at in those terms.</p> <p>22 Q. So you would say that there should be the introduction,</p> <p>23 for example, of a criminal sanction within the church if</p> <p>24 clergy did not report?</p> <p>25 A. I think that -- I mean, one thing I would say is that,</p> <p style="text-align: center;">Page 108</p>

<p>1 in everything that's happened to me over the years, not 2 just in the abuse, but in all the treatment I have had 3 and all the failures, and I think we all acknowledge 4 there have been lots of failures by bishops and people 5 in institutions, nobody has been held to account. 6 Nobody has been disciplined. Nobody has been 7 prosecuted. I think that's wrong. I think that needs 8 to change. I think there needs to be compulsion for 9 people to report or they will be sanctioned somehow. We 10 can only do that by legislating. Some form of mandatory 11 reporting in institutional situations like this. Until 12 we get that, there is nothing to stop institutions from 13 protecting their image and their reputation ahead of 14 children. We need to change that. This inquiry has the 15 power to recommend that.</p> <p>16 I will just round off very quickly. My life has 17 been blighted by this, and in many ways it still is, but 18 what I have tried to do is I have tried to use my 19 experiences to make a difference. I have tried to help 20 others. I have tried to do that through MACSAS and 21 I run Survivors in Eastbourne where I come into contact 22 with literally hundreds of other survivors.</p> <p>23 I have tried to make my life count for something. 24 Something that has actually been really appalling, 25 I have tried to put to some good. So there must be</p> <p style="text-align: center;">Page 109</p>	<p>1 Questions by THE PANEL 2 MR FRANK: Yes, if I may, please. 3 Mr Johnson, I wonder if you could kindly turn up the 4 documents behind tab 3 of your witness statement? 5 A. Which statement are we talking about? The supplemental 6 one? 7 MR FRANK: I think it is the supplementary one, yes. 8 MS SCOLDING: Is it A3, Mr Frank, or B3? Because I have an 9 A3 and a B3? 10 MR FRANK: I'm looking at the document with the exhibit 11 number ANG000222. 12 MS SCOLDING: Yes, that's the supplementary witness 13 statement. 14 MR FRANK: Thank you very much. You dealt with it very 15 briefly, I know, in your evidence -- 16 A. Would you give me a page number? 17 MR FRANK: Internal page 40, or 197 of our pages, I think. 18 Or paragraph 197 of your statement. The bottom of that 19 page, it's a document dated 30 March 2010. 20 A. Yes. 21 MR FRANK: You will remember you were referred to it very 22 briefly. I just wondered -- we skirted over it a little 23 bit. If we could just look at the third paragraph. 24 This is the response to your request to have sight of 25 the Meekings Report -- do you remember?</p> <p style="text-align: center;">Page 111</p>
<p>1 a reason for this so that some good can come out of it 2 all. I think now it is time for the church to do the 3 same: to put this to good use and make real, effective 4 change. I think it is time for the inquiry to do it 5 too. Thank you very much.</p> <p>6 Q. Thank you very much. There are just a couple of other 7 things I need to raise with you. 8 I understand, Mr Johnson, at lunchtime, that you had 9 conversations with members of the press. Can I ask what 10 you said to the press at that time? Because obviously 11 you were in the middle of giving your evidence, so you 12 were in fact on oath, and did you discuss your evidence 13 at all?</p> <p>14 A. No, I didn't discuss any evidence at all. The questions 15 I answered were just about what it felt like after all 16 this time to actually finally be here, so, no, 17 I didn't -- in fact, I was asked about evidence in here 18 and I told them unequivocally that I couldn't discuss it 19 at this time.</p> <p>20 MS SCOLDING: Thank you very much. Thank you, Mr Johnson, 21 thank you for your evidence. 22 THE CHAIR: Thank you very much, Mr Johnson. 23 MS SCOLDING: Do the chair or the panel have any questions? 24 25</p> <p style="text-align: center;">Page 110</p>	<p>1 A. Uh-huh. 2 MR FRANK: You were being told it was not possible. What 3 you were told was that "Since your solicitors formally 4 notified us of your instructions to them to claim 5 damages against the Diocese of Chichester", the 6 archdeacon is saying to you, "I must work in close 7 liaison with the church's legal advisers and insurers"; 8 is that correct? Is that in your paragraph 3? 9 A. I believe that is the case, yes. I can't see where it 10 says "insurers". 11 MS SCOLDING: Why don't we get it up on screen: 12 ANG000222_040. 13 MR FRANK: Thank you very much, indeed. 14 A. Okay, yes. 15 MR FRANK: What follows: 16 "This will inevitably result in my having to be less 17 open and informal than would have been my natural 18 desire." 19 Do you see that? 20 A. Yes. 21 MR FRANK: Then if we could go across to page 41, the first 22 paragraph, the final sentence of that: 23 "I shall take my legal advisers' and insurers' 24 advice about your request for disclosure of this 25 document."</p> <p style="text-align: center;">Page 112</p>

<p>1 A. Yes. 2 MR FRANK: Can you just remind us, did you get a copy of 3 that document? 4 A. No. I only -- the first sight I had of the document was 5 after the publication of Baroness Butler-Sloss's report, 6 when it was very briefly published on the Diocese of 7 Chichester website. Unfortunately, they failed to 8 redact all of the victims' names, so I immediately, even 9 though -- and I had great difficulty because no-one 10 would talk to me from the diocese. In the end, 11 I managed to get hold of one of the admin staff at 12 Bishop's Palace in Chichester and told them that they'd 13 just published this with -- and hadn't redacted the 14 victims' names, and eventually managed to get it 15 withdrawn. 16 Then it was some time before it was republished. 17 But, no, it wasn't disclosed to me until that time. 18 One of the reasons I was told that it wasn't is 19 because, also, we had had another dispute over the 20 minutes of the meeting that I'd had with 21 Bishop John Hind at Bishop's Palace. I was told the 22 reason these were not being shared with me is that they 23 were libellous and that it would leave potentially even 24 myself open to being sued for libel or defamation over 25 the content of the minutes of that meeting and of this</p> <p style="text-align: center;">Page 113</p>	<p>1 Q. Is it right that you were in post from September 2007 2 until December 2010? 3 A. Yes. 4 Q. You have given the inquiry two witness statements, and 5 I hope you have both in your bundle. The first is dated 6 9 February 2018, and is at ANG000213. I don't ask for 7 it to be put on the screen, chair, but it will be 8 published on our website. 9 You have also given us a supplemental witness 10 statement, which can be found at ANG000244, and will, 11 likewise, be published. For that reason, Ms Hosgood, 12 I won't, this afternoon, take you through every detail 13 in your witness statement but explore some particular 14 areas. 15 By way of background, if we can start, before you 16 were appointed in the Diocese of Chichester, is it right 17 that you were a trained social worker and you qualified 18 in 1996? 19 A. Yes. 20 Q. You spent some time working for the West Sussex County 21 Council for six years in child protection? 22 A. Yes. 23 Q. Then you worked for the Roman Catholic Church as their 24 diocesan child protection adviser in the Diocese of 25 Arundel and Brighton?</p> <p style="text-align: center;">Page 115</p>
<p>1 report. But as far as the report goes, I mean, 2 obviously there was no libel on my part in there, but, 3 you know, I was told that it was potentially libellous 4 or defamatory and, as such, it could not be published 5 and that's why it was not being shared. 6 MR FRANK: Thank you very much, Mr Johnson. That's all 7 I ask: 8 THE CHAIR: Thank you, Mr Johnson. We appreciate your very 9 detailed evidence. 10 (The witness withdrew) 11 MS SCOLDING: Chair and panel, we are now going to hear the 12 evidence of Ms Shirley Hosgood. I pass over to my 13 colleague, Ms McNeill, who is going to lead the 14 questioning of this particular witness. 15 MS SHIRLEY HOSGOOD (affirmed) 16 Examination by MS MCNEILL 17 MS McNEILL: Good afternoon, Mrs Hosgood. I can tell you're 18 quite softly spoken. If you can do your best for us to 19 just keep your voice up. That microphone in front of 20 you does amplify, so just lean into it. 21 Can you just confirm that you are Shirley Hosgood? 22 A. Yes, I am. 23 Q. And you used to be the diocesan safeguarding adviser in 24 the Diocese of Chichester? 25 A. Yes, that's correct.</p> <p style="text-align: center;">Page 114</p>	<p>1 A. Yes. 2 Q. I understand from your witness statement that whilst you 3 were with the Catholic Church in Arundel and Brighton, 4 your work included implementing recommendations from the 5 Nolan Review? 6 A. Yes. 7 Q. Developing policies and advising clergy? 8 A. Yes. 9 Q. You are, I'm sure you're aware, the first diocesan 10 employee who has come to give evidence to the inquiry, 11 so you will forgive me if, as we go through, I ask you 12 to clarify some terms for us here and there. It might 13 help if you could start by telling us briefly what in 14 your tenure a diocesan safeguarding adviser's role was? 15 A. The role of the diocesan safeguarding adviser was to 16 oversee the implementation of the diocesan and national 17 child protection policy within the diocese, so that 18 involved, I suppose, three or four main aspects of my 19 role. One was the development and revision of diocesan 20 policies, training and also the management of case work. 21 Q. We are going to come back to each of those topic areas 22 in a bit more detail. I think you said four. Did I cut 23 you off before you got the fourth one out? Policy, 24 training and casework, are they sort of the key 25 headlines?</p> <p style="text-align: center;">Page 116</p>

1 **A. That was it.**
 2 Q. Is it right, in fact, whilst we are talking about
 3 training, that you have estimated that you trained
 4 approximately 2,000 people during your time in the
 5 diocese?
 6 **A. I certainly had approximately 2,000 people attending**
 7 **training courses. Some of those people would have**
 8 **attended more than one course, but when I added up the**
 9 **numbers for the reports that I wrote, I estimated that**
 10 **it was in the region of 2,000 places.**
 11 Q. When you were undertaking the role, was it, at that
 12 time, part time?
 13 **A. It was.**
 14 Q. How many days a week did you work?
 15 **A. I worked four days a week. It was initially to be**
 16 **three, but I negotiated an extra day because of the past**
 17 **cases review and the need to catch up on a backlog of**
 18 **work that was waiting to be dealt with following the**
 19 **death of my predecessor, Tony Selwood.**
 20 Q. We might touch on it in more detail, but did you find
 21 that three or four days a week was enough time for you
 22 to be carrying out the role?
 23 **A. No, because the role didn't come with any additional**
 24 **admin support either, although CRB disclosures were**
 25 **managed within diocesan Church House, but in terms of**

Page 117

1 **support for my own role, there wasn't any formal admin**
 2 **support attached to that.**
 3 Q. Is it right that you worked from home?
 4 **A. Yes, I set up an office base at home.**
 5 Q. How regularly would you meet with staff within the
 6 diocese and with senior clergy within the diocese?
 7 **A. It varied. I would meet with Bishop John Hind at least**
 8 **monthly. I would pop into Church House much more**
 9 **frequently, because that's where the files were, and**
 10 **I would probably pop into Church House at Hove,**
 11 **I suppose, once a week or possibly once a fortnight. It**
 12 **really depended on whether I was passing through,**
 13 **because obviously there was an awful lot of travelling**
 14 **involved with the training and going out to meet clergy**
 15 **where there were issues and concerns.**
 16 Q. When you first started in the post, we have asked in
 17 your statement some questions about the attitudes within
 18 the diocese to safeguarding. Chair and panel, if it
 19 assists, I'm looking at page 14 of the witness's
 20 statement now. It is paragraph 14.2, starting at 14.1.
 21 You say that you experienced an immense amount of
 22 support at a parish level for the role of diocesan
 23 safeguarding adviser?
 24 **A. Yes.**
 25 Q. Is that right?

Page 118

1 **A. Yes.**
 2 Q. Would that be both for training and for the advisory
 3 part of your function?
 4 **A. For both roles. There was certainly an immense demand**
 5 **for training. People were very anxious to make sure**
 6 **that they were implementing the child protection policy**
 7 **correctly in the parishes, and so I would regularly be**
 8 **contacted by parish priests and child protection**
 9 **representatives asking me to come and do a training**
 10 **session in their parish. But also clergy would contact**
 11 **me on a regular basis to discuss issues that had cropped**
 12 **up in relation to people that worked with children, in**
 13 **youth work, for example, and other roles within the**
 14 **parish.**
 15 Q. What you said at paragraph 14.2 of your statement is:
 16 "This level of commitment was not replicated amongst
 17 the senior clergy and at times I found their attitude to
 18 safeguarding problematic. This was because, when giving
 19 my advice, they would challenge and appear to
 20 reluctantly accept my recommendations and not give due
 21 weight to the safeguarding concerns, including the
 22 impact on victims."
 23 So I can establish sort of a timeline, in relation
 24 to that comment, did that apply throughout your period
 25 in the diocese or would that be relating to the time

Page 119

1 after the Meekings Report and the past cases review?
 2 **A. It was very much after the Meekings Report.**
 3 Q. Initially, did you experience support amongst the senior
 4 clergy for your role?
 5 **A. Yes, and I would have said a good relationship and**
 6 **rapprochement with all the senior officers in the diocese, to**
 7 **start with at least.**
 8 Q. Likewise, you said at paragraph 14.3 that you brought
 9 10 years of experience to the role and you felt that
 10 that experience wasn't always acknowledged or valued.
 11 So the panel are clear, are we still talking about after
 12 the Meekings Report or throughout your period in the
 13 diocese?
 14 **A. I would say predominantly after the Meekings Report.**
 15 **There were issues that would -- cropped up from time to**
 16 **time where I felt that possibly less than due weight was**
 17 **being given to the safeguarding concerns because,**
 18 **clearly, clergy would also have to balance that with**
 19 **their pastoral responsibility to the person concerned.**
 20 **Sometimes I think we -- in my opinion, more weight was**
 21 **given to the pastoral concerns for the person concerned,**
 22 **or to manage things pastorally instead of following the**
 23 **correct safeguarding procedure.**
 24 Q. If you can remember at this stage, because it is not in
 25 your statement, can you remember if you took any action

Page 120

<p>1 to try to address that or if you discussed it with 2 senior clergy at all? 3 A. Just by, I think, continuing to explain the rationale 4 for my advice and my decision making. 5 Q. Talking a little bit, then, still on the general before 6 we delve into the detail, I want to ask a little bit 7 about the national church and the support available to 8 you more nationally. To the extent whilst you were in 9 post, was there any national guidance or leadership for 10 diocesan safeguarding advisers? 11 A. Not in the same way that there was for the Roman 12 Catholic Church, where -- when I worked for the Roman 13 Catholic Church, there was much more, I think, direct 14 interaction and contact with COPCA, as it was known 15 then. 16 Q. How regularly would you have contact with somebody from 17 the national church? 18 A. I didn't, really, unless I approached them with issues 19 or as part of a past cases review, obviously, at that 20 point, then there was much more contact. 21 Q. We know, from our chronology and from the documents we 22 have, at the time there was a national safeguarding 23 policy in place called "Protecting All God's Children: 24 The Policy for Safeguarding Children in the Church". 25 Did you receive, as a diocesan safeguarding adviser, any</p> <p style="text-align: center;">Page 121</p>	<p>1 children ..." 2 It talks about the support they might be given and 3 that the diocesan child protection adviser must be 4 informed of all allegations. As you note, you said it 5 stopped short of saying they should be dealt with in the 6 same way as current allegations? 7 A. Yes. 8 Q. In particular, how do you think this affected the 9 approach taken in the diocese to historical allegations? 10 A. I think it encouraged a view that somehow historical 11 allegations were less serious because it happened a long 12 time ago. 13 Q. Paul, can we switch now to ACE002698, which I think is 14 one of the ones you had ready earlier. Chair, this is 15 tab 17 of our bundle, but I only propose to put up one 16 section. ACE002698, tab 17. If we can look at page 9 17 of that. G12, "Disclosure of historical abuses". This 18 is what you drafted. In the second paragraph you 19 inserted: 20 "When such allegations are made, they should be 21 responded to in the same way as contemporary concerns, 22 in terms of prompt referral to children's services and 23 discussions ..." 24 You go on in relation to the dealing with pastoral 25 care and:</p> <p style="text-align: center;">Page 123</p>
<p>1 training in that policy? 2 A. Not specifically in that policy, no. 3 Q. Again, sticking with that policy, one observation that 4 might be relevant to our discussions later that you say 5 at paragraph 17.1 of your statement, so we are still on 6 page 14, you comment that the national policy stopped 7 short of stating that historical allegations of abuse 8 should be dealt with in the same way as current 9 allegations. You address that in your own diocesan 10 policy? 11 A. Yes. 12 Q. It just might assist if we take a look at it briefly at 13 this stage. Paul, if we can put on screen ACE021327_001 14 first of all and then ACE021327_025. This is Diocese of 15 Chichester 2002 policy. That was in place when you 16 started and this isn't the one you drafted? 17 A. Yes. 18 Q. Paul, can we have at the same time ACE021327_025. 19 Chair, the policy in question is in your bundle at 20 tab 11, if it assists, for the hard copy. 21 Looking at historical allegations here briefly: 22 "It is quite common for adults who were abused as 23 children to make allegations of the abuse some years 24 after the event. This may be as a result of seeing the 25 abuser approaching another child or perhaps their own</p> <p style="text-align: center;">Page 122</p>	<p>1 "The adult should be asked whether she/he wants 2 a police investigation ..." 3 In terms of inserting that, did you think that that 4 was something that the diocese was receptive to? 5 A. I didn't have any reason to think that it wasn't, 6 because it was approved by Bishops' Council and then by 7 diocesan synods. 8 Q. Did you provide training to those in the diocese to 9 explain to them the need to take historical allegations 10 seriously? 11 A. That formed part of the basic child protection training 12 that was delivered throughout the diocese. 13 Q. I'm going to change topics now and talk about record 14 keeping, if we can. Paul, thank you, we can take that 15 down. 16 You have commented in your witness statement at 17 paragraph 18.1 that you didn't think there were 18 particularly clear guidelines about record keeping. 19 Once again, as the first diocesan employee to come 20 along, we are going to talk about the blue files which 21 we have heard a little bit about. Is it right that 22 there is a blue file which is, for want of a better 23 phrase, a personnel file -- 24 A. Yes. 25 Q. -- which is stored and managed by the bishop and the</p> <p style="text-align: center;">Page 124</p>

1 diocese?
 2 **A. That's right. That is for clergy.**
 3 Q. For those clergy files, did you have access to those
 4 during your time in the diocese?
 5 **A. Yes, by request.**
 6 Q. But they were stored where?
 7 **A. They were stored at Bishop's Palace.**
 8 Q. In addition, we have heard that there are two area
 9 bishops in addition to a diocesan bishop at the time you
 10 worked in the diocese and that they sometimes kept their
 11 own files; was that right?
 12 **A. They would have kept records of correspondence, and**
 13 **I assume information that would have related perhaps to**
 14 **day-to-day management of issues related to a member of**
 15 **clergy's parish, for example, correspondence relating to**
 16 **stipends and so forth.**
 17 Q. Did you have access to those files?
 18 **A. On request, I'm sure I would have done. But all the --**
 19 **I think the thing to emphasise is that all the relevant,**
 20 **important information should have been on the blue file.**
 21 Q. In relation to looking at an individual's blue file or
 22 to the area file, is it right to say that you wouldn't
 23 go to look at those files unless there was a specific
 24 need to?
 25 **A. No, that's correct.**

Page 125

1 Q. Unless something about them was drawn to your attention?
 2 **A. Yes. It would have been inappropriate of me to just ask**
 3 **to review everyone's blue file, because that's**
 4 **a personnel file. So there needed to be a reason for me**
 5 **to look at that file.**
 6 Q. In addition to that, you kept your own safeguarding
 7 files?
 8 **A. Yes.**
 9 Q. On safeguarding matters?
 10 **A. Yes.**
 11 Q. The reason I ask these questions is, we have established
 12 there are three different types of files kept in three
 13 locations within the diocese. How did you ensure that
 14 you had all of the information that you needed in order
 15 to be able to properly advise on safeguarding matters?
 16 **A. It was difficult. Certainly I opened up a safeguarding**
 17 **file for any matter that I was dealing with.**
 18 **I inherited a few files from my predecessors, or**
 19 **certainly from Tony Selwood. Janet Hind held**
 20 **information differently in a daybook-cum-diary, but**
 21 **I would always make sure that I read the blue file if**
 22 **I was dealing with a safeguarding issue.**
 23 Q. So if something arose, you would be able to go out and
 24 look into it?
 25 **A. Yes.**

Page 126

1 Q. But were you able to proactively manage things that may
 2 be already logged on the blue files without your
 3 attention being drawn to it?
 4 **A. No, because if I wasn't aware of the information --**
 5 **that's where the past cases review was important,**
 6 **because I inherited so few safeguarding files that I had**
 7 **to rely on information -- on the past cases reviewer to**
 8 **identify what information was on the blue file so that**
 9 **I could actually build up a case load.**
 10 Q. We might explore some of these issues, if we can, in the
 11 context of the case of Colin Pritchard and Roy Cotton.
 12 First, can I ask you to turn to tab 1 of your bundle --
 13 chair and panel, it is your bundle also. We will find
 14 your safeguarding notes in relation to Colin Pritchard
 15 towards the back of that bundle at page 260. It is
 16 towards the very back of that large tab, tab 1.
 17 Paul, if we can put on the screen ACE022267_260.
 18 Do we see on the screen it says "Confidential case
 19 notes". Are these your safeguarding case files?
 20 **A. Yes.**
 21 Q. Did you keep these as sort of a running log of any
 22 ongoing cases?
 23 **A. I did.**
 24 Q. For our chronology, to help everybody follow, by the
 25 time you came into post, Colin Pritchard had already

Page 127

1 been arrested?
 2 **A. He had, yes.**
 3 Q. And Roy Cotton was by that time deceased?
 4 **A. That's right.**
 5 Q. We know that Colin Pritchard retired at the end of 2006
 6 and at the time you joined the diocese he had permission
 7 to officiate; is that right?
 8 **A. Yes.**
 9 Q. If we look here, we can see that you first became aware
 10 of the ongoing police investigation on 6 September 2007,
 11 when you started, and you were informed by Janet Hind.
 12 At that time, we can see his PTO had not been withdrawn.
 13 We can see that if we look down at the fourth paragraph,
 14 beginning, "Reverend Pritchard still has PTO and helps
 15 at Christchurch St Leonard's Church. He says Mass
 16 occasionally. Roger Jupp vicar is aware of
 17 the situation and is making sure that he does not have
 18 any unsupervised contact with children."
 19 **A. That's a record of the information I received from**
 20 **Janet, yes.**
 21 Q. If we turn over the page to page 261, you subsequently
 22 decided that you thought that PTO should be suspended
 23 following a discussion with David Charman, who was the
 24 officer in the case at Northants Police; is that right?
 25 **A. Yes.**

Page 128

1 Q. What we can see here is that he was aware that
 2 Reverend Pritchard retained PTO but was not aware, in
 3 short, that Reverend Pritchard was still taking
 4 services?
 5 **A. That's correct.**
 6 Q. Why did you and following discussions with DC Charman
 7 think that PTO should be suspended as opposed to just
 8 restricted from unsupervised contact with children?
 9 **A. When I spoke to Janet Hind during the handover,**
 10 **I expressed surprise that Colin Pritchard hadn't been**
 11 **suspended, had his PTO suspended, given the seriousness**
 12 **of the allegations against him, bearing in mind that**
 13 **this wasn't the first police investigation as well, it**
 14 **was the second police investigation.**
 15 Janet felt that it was something that she decided
 16 she would leave for me, as I was obviously coming into
 17 post. So I had it in mind when I spoke to
 18 David Charman, anyway, that my view was that he should
 19 be suspended. In conversation with David Charman, he
 20 hadn't been aware that Colin Pritchard had permission to
 21 officiate and was helping out at services, and he also
 22 shared the view that the threshold had been met for
 23 suspension.
 24 Q. Is it right -- we can see, there is no need to bring it
 25 up -- you spoke with Wallace Benn on 12 September, just

Page 129

1 two days later, and passed on your advice?
 2 **A. Yes.**
 3 Q. And the records show that in fact he did go ahead and
 4 suspend PTO the very next day?
 5 **A. He did, immediately. The delay was that I contacted**
 6 **Bishop Wallace on the 9th, but he was away, and he rang**
 7 **me immediately on his return on the 12th. That's when**
 8 **we had the conversation.**
 9 Q. Paul, can we go to page 265 of that same document. In
 10 addition to suspending PTO, you put in place a covenant
 11 of care --
 12 **A. Yes.**
 13 Q. -- for Reverend Pritchard's church attendance. Can you
 14 explain to us what a covenant of care was and when you
 15 would use one?
 16 **A. It's essentially a safeguarding agreement that sets out**
 17 **an agreed safeguarding plan to manage the potential risk**
 18 **to children during the police investigation.**
 19 Q. Once the covenant of care was put in place -- we can see
 20 the terms here on the screen:
 21 "Temporary suspension; comply with conditions of
 22 bail; avoiding any contact with children."
 23 But it goes so far as to regulate the services that
 24 he will be attending?
 25 **A. Yes.**

Page 130

1 Q. How was this monitored?
 2 **A. That was going to be monitored by the parish priest, but**
 3 **also by Archdeacon Philip Jones, who visited**
 4 **Colin Pritchard with me to put that agreement in place.**
 5 Q. Is it right that when you took up your post and you were
 6 told about the allegations against Colin Pritchard, you
 7 were also told about linked allegations against Reverend
 8 Roy Cotton?
 9 **A. Yes.**
 10 Q. I won't go through the detail of them because the panel
 11 have heard it in detail today, but were you aware when
 12 you took up post that the allegations had been made by
 13 Phil Johnson?
 14 **A. No. No, I was aware that Phil Johnson had made**
 15 **allegations in 1997, but I wasn't -- Janet wasn't aware**
 16 **at that time whether he featured in the current police**
 17 **investigation or not.**
 18 Q. Can we turn to page 237 of this same document, please,
 19 Paul. We can see here your confidential case notes
 20 begin with Roy Cotton, firstly with the information you
 21 get from Janet Hind. But there was also a time in
 22 February 2008 where you were contacted by an individual
 23 that we refer to as A31 who had written a blog about
 24 abuse by Roy Cotton?
 25 **A. Yes.**

Page 131

1 Q. When you received a telephone call in February 2008, was
 2 that your first knowledge of the blog by the individual
 3 we call A31?
 4 **A. It was.**
 5 Q. What we know from the records is that Bishop Benn had
 6 been aware in 2003 and had in fact met with A31,
 7 together with Tony Selwood. Was that information
 8 recorded on the files, as far as you were aware?
 9 **A. Sorry, I'm a little bit confused here. There was -- the**
 10 **blog that you're referring to, I thought that was --**
 11 Q. You're right. I have mixed up my ciphers and that's
 12 absolutely fine. We'll stick with A31 for the moment.
 13 In relation to the blog, A31, we can see from the
 14 records that in fact Bishop Benn had received the blog
 15 from Philip Johnson directly in December 2007, so
 16 approximately three months before the telephone call you
 17 received in February 2008?
 18 **A. Yes.**
 19 Q. Were you aware of the correspondence in December 2007?
 20 **A. No.**
 21 Q. Was that recorded on any files that you had access to?
 22 **A. No.**
 23 Q. If we could take a look, please, at ACE021705, which is
 24 our tab 7A. We are going to look now at the individual
 25 I incorrectly referred to before, A31. You wrote

Page 132

<p>1 a letter to Bishop Benn in July 2009 expressing some 2 concern about the fact that the correspondence in 3 relation to A31 hadn't been passed to you promptly 4 in December 2007. Could you explain to us why you were 5 so concerned?</p> <p>6 A. I think I probably should mention that I actually raised 7 it with Bishop John first of all.</p> <p>8 Q. Please set out the chronology of your concern.</p> <p>9 A. Bishop John asked me to write to Bishop Wallace, which 10 I did. My concern was that that was information that 11 could have been relevant to Colin Pritchard's trial 12 because Colin Pritchard was arrested on suspicion of 13 conspiring with Roy Cotton. So if this particular 14 person was a victim of Roy Cotton, it was reasonable to 15 think that he may have information or be a potential 16 witness in the case against Colin Pritchard.</p> <p>17 Q. Following your letter of concern dated 28 July 2009, did 18 you ever receive a response to that letter?</p> <p>19 A. No. No, I did not.</p> <p>20 MS McNEILL: Chair, I wonder if that is a convenient moment 21 for our afternoon break before I move on to the next 22 topic, or I can keep going?</p> <p>23 THE CHAIR: Thank you. We will take the break now and 24 return at 3.20 pm. 25 (3.06 pm)</p> <p style="text-align: center;">Page 133</p>	<p>1 helps, at paragraph 23 on page 19. It is the first 2 mention you make. Then previously at 21.9 on page 18 is 3 probably the best place to start. Page 18 of your 4 statement, paragraph 21.9. How did you become aware of 5 the individual that we are referring to as A37?</p> <p>6 A. I came across a letter from Tony Selwood offering 7 counselling to this person as he had been identified as 8 a victim of Roy Cotton. The letter was on one of 9 Tony Selwood's old CD-ROMs. I don't know if it would 10 help if I explain that following the car accident, the 11 computer, his laptop --</p> <p>12 Q. I'm only going to pause you so everybody else in the 13 room follows who doesn't have the benefit of 14 the knowledge that we have. Tony Selwood was your 15 predecessor as the diocesan safeguarding adviser?</p> <p>16 A. Yes.</p> <p>17 Q. Prior to your appointment, he died in a car accident?</p> <p>18 A. He did.</p> <p>19 Q. As you say, he kept his records on a laptop, largely?</p> <p>20 A. As I understood it, yes.</p> <p>21 Q. For that reason in part, you didn't inherit a great deal 22 of records from him?</p> <p>23 A. No.</p> <p>24 Q. So this letter was one that you had come across to the 25 individual A37?</p> <p style="text-align: center;">Page 135</p>
<p>1 (A short break) 2 (3.21 pm)</p> <p>3 MS McNEILL: Chair, thank you. Mrs Hosgood, before the 4 break, we were talking about the individual called A31.</p> <p>5 A. Yes.</p> <p>6 Q. Thank you for correcting my poor handwriting. I wanted 7 to ask one further question: you said that there was no 8 record that you were aware of receiving the information 9 in the November 2007. At that time, had the individual, 10 as far as you were concerned, been offered any 11 counselling or support by the diocese?</p> <p>12 A. No.</p> <p>13 Q. Did you make arrangements for that individual that we 14 call A31 to receive some support?</p> <p>15 A. I did. I checked with the police at Northampton -- 16 I spoke to David Charman -- that there wouldn't be an 17 issue with me contacting the victim. He confirmed that 18 that was absolutely fine, they were aware of him, and 19 I then made arrangements to go and see him.</p> <p>20 Q. Can we move, then, and I hope not to confuse us again, 21 to talk about the individual A37. This is the 22 individual who we know contacted Bishop Wallace and 23 spoke with him and Tony Selwood in 2003 about 24 allegations in relation to Roy Cotton. Can I ask you, 25 do you remember -- I'm looking at your statement, if it</p> <p style="text-align: center;">Page 134</p>	<p>1 A. It was. It was -- I didn't come across it immediately 2 because, when I took over my position, Janet Hind had 3 helpfully tried to get some information off of 4 Tony Selwood's computer. But most of it appeared to be 5 training materials and this was on a CD-ROM that was 6 marked "Training materials" and I came across it by 7 chance when I was just doing a double-check to make sure 8 that I'd not missed anything.</p> <p>9 Q. The individual A37, is it right that he alleged to have 10 been a victim of Roy Cotton?</p> <p>11 A. Yes.</p> <p>12 Q. As far as you could discern during your investigations, 13 was the information provided by A37 to Tony Selwood and 14 Bishop Benn provided to the police in 2003?</p> <p>15 A. No. From my understanding, it wasn't.</p> <p>16 Q. Again, this is an individual that you had some concerns. 17 Paul, can we look at ACE023465. Chair, if you prefer 18 a hard copy, it is behind tab 20 of our bundle.</p> <p>19 In relation to this email, which is 20 dated January 2009, you emailed Bishop Benn to set out 21 your concerns. Can you explain for us what your 22 concerns were?</p> <p>23 A. This was in relation to a letter that Philip Johnson had 24 written to Bishop Wallace asking specific questions 25 about this other victim and about the management,</p> <p style="text-align: center;">Page 136</p>

<p>1 I believe, of the past cases review as well.</p> <p>2 Bishop Wallace contacted me to ask me to provide a -- or</p> <p>3 to ghost a letter, to provide a draft letter, for him to</p> <p>4 send back. I couldn't answer the issues that</p> <p>5 Philip Johnson was raising, simply because I didn't know</p> <p>6 what had happened, and I couldn't get an adequate</p> <p>7 explanation of what had happened, and so I suggested to</p> <p>8 Bishop Wallace that it may be better if he wrote it, as</p> <p>9 he had the personal knowledge of that case, of what had</p> <p>10 happened at that time.</p> <p>11 Q. Let's take a look at your email. At the bottom of</p> <p>12 page 1 of tab 20, it says:</p> <p>13 "I have spoken to Roger Meekings today in the</p> <p>14 context of professional supervision to discuss</p> <p>15 Phil Johnson's communication to you dated</p> <p>16 17 December 2008, which I had been copied into.</p> <p>17 "Clearly, Phil Johnson's communication was in the</p> <p>18 context of his personal correspondence with you over</p> <p>19 many years. Some of the points he makes are familiar</p> <p>20 but clearly he is still looking for a response ...</p> <p>21 "He is raising a new issue with regard to your</p> <p>22 meeting with AN37, which is clearly something only you</p> <p>23 can respond on."</p> <p>24 I'm going to pause there. Was the concern</p> <p>25 Phil Johnson had that A37's details had not been passed</p> <p style="text-align: center;">Page 137</p>	<p>1 Q. What was Bishop Hind's response to this correspondence?</p> <p>2 A. He eventually wrote to me and said that -- when</p> <p>3 I explained to him why I didn't feel able to ghost</p> <p>4 a letter, he agreed that it wasn't my role to do that in</p> <p>5 these circumstances.</p> <p>6 Q. So he supported your decision?</p> <p>7 A. He did, he did, yes.</p> <p>8 Q. Returning to the overall prosecution, then, of</p> <p>9 Colin Pritchard in 2007/2008 -- we can take that one</p> <p>10 back down -- we can see from your log that you kept in</p> <p>11 touch with the police quite regularly?</p> <p>12 A. I did.</p> <p>13 Q. Assisting them to take photographs of the parochial</p> <p>14 house and arranging them to be able to know dates he was</p> <p>15 employed and that kind of thing; is that correct?</p> <p>16 A. Yes.</p> <p>17 Q. What we don't see in your log during the course of</p> <p>18 the investigation was any contact between yourself, the</p> <p>19 diocese and any of the complainants in that case. Were</p> <p>20 there any formal arrangements or procedures in 2008 for</p> <p>21 offering pastoral support?</p> <p>22 A. Not any formal procedures. I think part of the issue at</p> <p>23 that point was the police felt unable to confirm the</p> <p>24 names of the complainants. They agreed to do so</p> <p>25 immediately the court case had finished with the</p> <p style="text-align: center;">Page 139</p>
<p>1 to the --</p> <p>2 A. Yes, that was my understanding.</p> <p>3 Q. -- police. You said:</p> <p>4 "It seems to me, with the benefit of hindsight and</p> <p>5 after careful consideration, that mistakes have been</p> <p>6 made in the previous handling of the allegations made by</p> <p>7 Phil Johnson and A37 and perhaps the time has come for</p> <p>8 these to be acknowledged."</p> <p>9 A. Yes.</p> <p>10 Q. The mistakes -- did you think that acknowledgement</p> <p>11 needed to come from Bishop Wallace directly or from the</p> <p>12 diocese?</p> <p>13 A. From the diocese.</p> <p>14 Q. Why did you feel unable to write the letter?</p> <p>15 A. Because I was still unclear what had actually happened.</p> <p>16 I had not been able to -- because there was no</p> <p>17 paperwork, there was nothing on the safeguarding file,</p> <p>18 apart from this one letter that I'd come across by</p> <p>19 chance, I had a -- I was very unclear about what had</p> <p>20 actually taken place at that time.</p> <p>21 Q. We can see, if we turn back the page to page 1, that you</p> <p>22 forwarded your response to Bishop John Hind so that he</p> <p>23 was aware of the correspondence between yourself and</p> <p>24 Bishop Benn?</p> <p>25 A. Yes.</p> <p style="text-align: center;">Page 138</p>	<p>1 agreement of the victims concerned. But up until that</p> <p>2 point, I wasn't absolutely clear who the complainants</p> <p>3 were.</p> <p>4 Q. Following the court case, Mr Johnson has told us all</p> <p>5 this morning he received a letter from the diocese?</p> <p>6 A. Yes.</p> <p>7 Q. He described it as rather unsatisfactory. Were you</p> <p>8 involved in the drafting of that letter at all?</p> <p>9 A. No. No, I was given sight of it eventually, before it</p> <p>10 went out, but that was simply because I had been added</p> <p>11 as a point of contact. I did raise concerns about the</p> <p>12 tone of that letter, but I was advised by Bishop John</p> <p>13 that it had to go out in that way because that was the</p> <p>14 legal advice they had had from the diocesan solicitors.</p> <p>15 Q. But you did subsequently begin some correspondence with</p> <p>16 Phil Johnson in approximately August 2008?</p> <p>17 A. Yes.</p> <p>18 Q. Is that right?</p> <p>19 A. Yes.</p> <p>20 Q. One of the things that you did was to help to arrange</p> <p>21 some counselling and support for Phil Johnson? Is that</p> <p>22 right?</p> <p>23 A. Yes.</p> <p>24 Q. When you first received contact from Mr Johnson, were</p> <p>25 you aware that he had been corresponding for some time</p> <p style="text-align: center;">Page 140</p>

<p>1 with Bishop Benn about his allegations?</p> <p>2 A. Yes, inasmuch that I'd seen the emails that</p> <p>3 Philip Johnson wrote to Bishop Wallace in 2002 and then</p> <p>4 2005. Bishop Wallace passed those emails to me very</p> <p>5 early on in my role as diocesan safeguarding adviser and</p> <p>6 in fact I passed that information directly on to the</p> <p>7 police as well.</p> <p>8 Q. When did you become aware that Roy Cotton had a previous</p> <p>9 conviction?</p> <p>10 A. From Janet Hind on 6 September, when I had the handover.</p> <p>11 Q. That was part of your handover?</p> <p>12 A. Yes.</p> <p>13 Q. Can we take a look together at transcript ANG000217. It</p> <p>14 will be familiar to the panel, who had a look at it this</p> <p>15 morning. It is behind our tab 19, chair, if you would</p> <p>16 like to look at the hard copy. If we can start at</p> <p>17 page 15, please, Paul. Look at some of the passages</p> <p>18 that Mr Johnson helpfully explained to us earlier. At</p> <p>19 the top of page 15, Bishop Benn explains that they'd had</p> <p>20 some cooperation with the -- they'd cooperated with the</p> <p>21 police in the earlier investigation. Then towards the</p> <p>22 bottom, Bishop Nicholas Reade, now the</p> <p>23 Bishop of Blackburn, spoke with Roy Cotton.</p> <p>24 Over the page to page 16, at that time they were</p> <p>25 aware there was an anonymous accusation, he was involved</p> <p style="text-align: center;">Page 141</p>	<p>1 A. No, it was definitely a conviction.</p> <p>2 Q. Moving forward in time slightly, if we can, in relation</p> <p>3 to Phil Johnson, you said that you provided counselling</p> <p>4 services or you helped to arrange those for him?</p> <p>5 A. Yes.</p> <p>6 Q. How easy was it to put the arrangements in place to</p> <p>7 provide counselling services?</p> <p>8 A. It was very difficult because there wasn't a budget for</p> <p>9 counselling that I could access. I know my predecessor</p> <p>10 Tony Selwood from his letter in 2003 had referred to</p> <p>11 a counselling budget, or certainly in his correspondence</p> <p>12 he had, with Bishop Wallace, but I didn't have a budget</p> <p>13 and, when I'd asked the diocesan secretary about</p> <p>14 a budget, it was made clear to me that there wasn't one.</p> <p>15 So it was a case of going to Bishop John and asking</p> <p>16 him for funding, and in fact he was helpful in funding</p> <p>17 some counselling sessions by using the bishops'</p> <p>18 discretionary fund.</p> <p>19 Q. Then was there a period of time where arrangements were</p> <p>20 made to get that put on a more formal footing?</p> <p>21 A. I certainly pressed for it to be put on a more formal</p> <p>22 footing because Bishop John explained to me that the</p> <p>23 discretionary fund was actually a fund to support</p> <p>24 clergy, to support clergy, and that he couldn't keep</p> <p>25 using that fund and, in fact, it only had limited monies</p> <p style="text-align: center;">Page 143</p>
<p>1 in the allegations.</p> <p>2 Then, ultimately, if we go over the page to page 18,</p> <p>3 we can see in the second paragraph that Bishop Benn was</p> <p>4 explaining that they pushed Roy Cotton into retirement.</p> <p>5 Was this information all new information to you?</p> <p>6 A. No, because I checked from the record that PTO had been</p> <p>7 issued after his retirement. So whilst he may have been</p> <p>8 pushed into retirement, he was still given permission to</p> <p>9 officiate afterwards.</p> <p>10 Q. Were you aware, when you had this conversation, about</p> <p>11 the previous conviction -- you have just told us you</p> <p>12 were from Janet Hind?</p> <p>13 A. Yes.</p> <p>14 Q. Were you aware, before you had this conversation, that</p> <p>15 Bishop Benn was aware of the previous conviction?</p> <p>16 A. I assumed he would be.</p> <p>17 Q. Were you aware that Bishop Benn had been aware of this</p> <p>18 conviction back then in the original 1997 investigation,</p> <p>19 or was that new information for you?</p> <p>20 A. I was -- it was new information. I wasn't sure when</p> <p>21 Bishop Wallace was aware of that conviction until he</p> <p>22 spoke to us at that meeting with Philip Johnson.</p> <p>23 Q. Was there any dispute or confusion, as far as you were</p> <p>24 aware, in that meeting about whether you were discussing</p> <p>25 a conviction or an allegation?</p> <p style="text-align: center;">Page 142</p>	<p>1 in it anyway, and so there was a need to put</p> <p>2 arrangements for support for counselling on a proper</p> <p>3 footing.</p> <p>4 Q. In fact, you drew up a counselling protocol for victims</p> <p>5 and survivors in September 2009, did you not?</p> <p>6 A. I did, after continually trying to raise it in the</p> <p>7 diocese by emails to Philip Jones, the archdeacon, and</p> <p>8 also to the diocesan secretary about the need to have</p> <p>9 some agreement in place for counselling and how it would</p> <p>10 be funded. Because I couldn't -- we couldn't get any</p> <p>11 agreement, I then wrote the counselling protocol, which</p> <p>12 I accept was actually very limited but I wanted to put</p> <p>13 together a protocol that I felt that at least it would</p> <p>14 be a starting point, and I put a limit of 24 sessions in</p> <p>15 that protocol, which certainly was nowhere near enough,</p> <p>16 but my aim was that if we could at least get a protocol</p> <p>17 in place, we could go back and review it.</p> <p>18 Q. Was that protocol approved?</p> <p>19 A. No.</p> <p>20 Q. Was that protocol approved at any point whilst you were</p> <p>21 in post?</p> <p>22 A. Not whilst I was in post, no.</p> <p>23 Q. Was one of the reasons that you received for the</p> <p>24 difficulties in providing counselling that the diocese</p> <p>25 itself was in financial difficulties?</p> <p style="text-align: center;">Page 144</p>

<p>1 A. It was one of the reasons. It was -- there were two 2 reasons. One was the fear of litigation, it was an 3 acknowledgement of what had happened, but also I was 4 told that the diocese couldn't afford to fund 5 counselling, which I did find very hard to reconcile 6 because at that point they were actually doing quite 7 extensive building refurbishments within Church House. 8 Q. Unless there is something else you want to touch on in 9 counselling, I'm going to move forward to talk about the 10 past cases review, if we can, Ms Hosgood. We know the 11 past cases review was commissioned by the 12 Archbishops' Council in 2007 and that Roger Meekings was 13 subsequently identified as the reviewer for the Diocese 14 of Chichester? 15 A. Yes. 16 Q. It is right that you actually recommended him for the 17 post initially, but Bishop Hind appointed him? 18 A. I wouldn't say I recommended Roger Meekings. 19 I suggested him as a possible candidate. He was 20 somebody that I knew had experience in that field and 21 that Bishop John was -- at that point, hadn't identified 22 anybody, wasn't sure who to appoint. So I suggested 23 Roger Meekings as a possible person to undertake that 24 review. 25 Q. It is right that Roger Meekings had been your</p> <p style="text-align: center;">Page 145</p>	<p>1 A. No. In fact, I wouldn't have thought there was any -- 2 sorry, do you mean Bishop Hind? 3 Q. Yes. 4 A. I probably mentioned it. I can't be sure now. 5 Q. I'm not going to take you through the detail of 6 Mr Meekings' past cases review report. I'm sure he can 7 talk us through it when he comes. But I would like to 8 look a little bit at some of the known cases on that 9 list. Can we look at ANG000167, and page 5 of that 10 document, please. Some of the names on there include -- 11 sorry, do not include the name of Gordon Rideout. That 12 doesn't appear on here? 13 A. No. 14 Q. At the time of the past cases review, were you aware of 15 previous allegations against Gordon Rideout? 16 A. No, and in fact I didn't even know who Gordon Rideout 17 was. 18 Q. Similarly, we can see here that the name Vickery House 19 doesn't appear here. At the time of this past cases 20 review, were you aware of any allegations having been 21 made against a Vickery House? 22 A. No. 23 Q. We know that subsequently Mr Meekings prepared a further 24 report into the cases of Roy Cotton and Colin Pritchard. 25 During the preparation of that report, what was your</p> <p style="text-align: center;">Page 147</p>
<p>1 professional supervisor previously or professional 2 mentor, for want of a better word, whilst you worked for 3 the Catholic Church? 4 A. I wouldn't describe Roger Meekings as my mentor. We had 5 a professional supervision arrangement. 6 Q. How did that work? 7 A. It was a case that we had an agreement, a signed 8 agreement, that I would bring issues to him as part of 9 the professional supervision, which we would evaluate 10 and discuss, and then obviously I would take on board 11 that discussion and use that to help me form my 12 practice. 13 Q. Did you think that his role as your professional 14 supervisor in any way affected his independence for the 15 purposes of the past cases review? 16 A. No, because he'd acted as my professional supervisor 17 some three years previously in the Roman 18 Catholic Church, and at the point where we did the past 19 cases review, we focused on the past cases review. 20 There wasn't, to start with, at least, very much 21 professional supervision, simply because the whole focus 22 was on the past cases review. 23 Q. To your knowledge, was Bishop Hind aware of your 24 previous relationship or working relationship with 25 Mr Meekings at the time he was appointed?</p> <p style="text-align: center;">Page 146</p>	<p>1 involvement? 2 A. I had no involvement, really. Roger Meekings contacted 3 me, I believe, on a couple of occasions, just to clarify 4 some points. We had a discussion about who had overall 5 responsibility for managing allegations in the diocese, 6 how it was -- how the management was delegated in terms 7 of whether Bishop Hind had the ultimate responsibility 8 or Bishop Wallace, as the -- the issues that occurred in 9 his area and I offered a view about that. 10 Q. What was your view? 11 A. My view was that, because the blue file was at 12 Bishop's Palace, and Bishop -- 13 Q. To be clear for everybody following, the blue file 14 containing the record of the conviction? 15 A. The conviction, that that should have been checked, and 16 ultimately, as diocesan bishop, even if that -- even if 17 the management of the case is delegated to an area 18 bishop, he still had the ultimate responsibility. So it 19 seemed sensible to me that Bishop John should have 20 checked that file, or ensured that Bishop Wallace had 21 done. 22 Q. We are talking about when the file was checked, so that 23 everybody is clear, you are talking in relation to the 24 1997 investigation -- 25 A. Yes.</p> <p style="text-align: center;">Page 148</p>

<p>1 Q. -- into Roy Cotton?</p> <p>2 A. Yes. In fairness, it wouldn't have been</p> <p>3 Bishop John Hind at that point, it would have been his</p> <p>4 predecessor.</p> <p>5 Q. That's what I was going to clarify. At that time, the</p> <p>6 diocesan bishop, who was his predecessor, Eric Kemp, had</p> <p>7 responsibility to check the --</p> <p>8 A. Eric Kemp, that's right.</p> <p>9 Q. Thank you. That's where I thought we were getting a bit</p> <p>10 confused. We know that Roger Meekings' report was sent</p> <p>11 to the diocese in May 2009. I'm talking the report into</p> <p>12 Roy Cotton and Colin Pritchard. You told us in your</p> <p>13 statement at paragraph 26.5 that at the same time</p> <p>14 Mr Meekings sent it directly to you. Is that correct?</p> <p>15 A. He did.</p> <p>16 Q. Why did Mr Meekings send it to you in addition to the</p> <p>17 diocese?</p> <p>18 A. Because he felt I should see it as the diocesan</p> <p>19 safeguarding officer.</p> <p>20 Q. Is it right that the diocese themselves didn't share</p> <p>21 that report with you?</p> <p>22 A. Yes.</p> <p>23 Q. Did you tell the diocese that you had already received</p> <p>24 a copy from Mr Meekings?</p> <p>25 A. I'm sure I did. I'm sure in conversations with</p> <p style="text-align: center;">Page 149</p>	<p>1 redacted. We needed to find a way of providing the</p> <p>2 information, the findings, from that report so that</p> <p>3 Phil Johnson had a proper understanding of how it had</p> <p>4 been -- the concerns had been investigated and what the</p> <p>5 findings were.</p> <p>6 I think it would be the same in any internal</p> <p>7 investigation. For example, in a school, that parents</p> <p>8 would expect to have proper feedback from an</p> <p>9 investigation, and to have an understanding of how it</p> <p>10 had been investigated, what the outcome was. I didn't</p> <p>11 have any issue with Phil seeing the report so long as</p> <p>12 the appropriate redactions had been made.</p> <p>13 Q. If we look at the third paragraph, you have said:</p> <p>14 "I have to say that I feel very uncomfortable about</p> <p>15 the current position and the process that has taken</p> <p>16 place so far in considering the report, as it has</p> <p>17 effectively excluded me from any of the earlier</p> <p>18 discussion you have had with other officers in the</p> <p>19 diocese about the report."</p> <p>20 Some have given evidence to the inquiry, written</p> <p>21 evidence, saying that they were under the impression</p> <p>22 from your complaints that you hadn't seen the</p> <p>23 Meekings Report and were therefore complaining about the</p> <p>24 failure to give you access to it. Was that the</p> <p>25 substance of your complaint in this letter?</p> <p style="text-align: center;">Page 151</p>
<p>1 Bishop John that he was aware that I knew what the</p> <p>2 findings from that report were.</p> <p>3 Q. We might well look at some information in relation to</p> <p>4 it. Can we look at ACE022267_113. It is an email, it</p> <p>5 looks like, 14 September 2009. The subject is "Action</p> <p>6 points". Was this the action points arising from the</p> <p>7 Meekings Report?</p> <p>8 A. From the past cases review and the Meekings Report.</p> <p>9 Q. What you complain about here is, you say, first of all,</p> <p>10 you are concerned that the report itself -- I'm assuming</p> <p>11 we are talking of the Roy Cotton and Colin Pritchard</p> <p>12 report --</p> <p>13 A. Yes.</p> <p>14 Q. -- had not been shared with Mr Johnson. That's</p> <p>15 paragraphs 1 and 2. You want to know, at the earliest</p> <p>16 possible stage, what conclusion the diocese has reached</p> <p>17 as a result of the investigation. Whilst he will be</p> <p>18 interested in the points of action, he will want to know</p> <p>19 what they are based on?</p> <p>20 A. Yes.</p> <p>21 Q. Was it your view that the full Cotton/Pritchard report</p> <p>22 should be shared with Phil Johnson?</p> <p>23 A. I don't think it would have been possible to share the</p> <p>24 full report as it was, because obviously there was third</p> <p>25 party information. It would need to be suitably</p> <p style="text-align: center;">Page 150</p>	<p>1 A. No, it was the concern that I had not been a party to</p> <p>2 any of the discussions around the report. So I had no</p> <p>3 idea what the diocese felt about the report, well, no</p> <p>4 clear idea about what they felt about the report, or</p> <p>5 what their views were on the recommendations from that</p> <p>6 report and how they should be implemented.</p> <p>7 Q. So what you say is:</p> <p>8 "Clearly, the diocese ..."</p> <p>9 I'm looking now at the fourth paragraph:</p> <p>10 "Clearly, the diocese has had to consider some</p> <p>11 difficult issues and I can only repeat my serious</p> <p>12 concern as your adviser that the diocese made the</p> <p>13 deliberate choice not to seek my advice on this serious</p> <p>14 matter until now ... I do not know which aspects have</p> <p>15 been accepted or rejected."</p> <p>16 Then the next paragraph:</p> <p>17 "Whilst I am aware that I am to receive the points</p> <p>18 of action, it will be a rather academic exercise on my</p> <p>19 part as I will only be able to look at them from the</p> <p>20 point of view of whether they are a 'good idea' in</p> <p>21 principle rather than in relation to the church's</p> <p>22 view ..."</p> <p>23 In the next paragraph:</p> <p>24 "For me to comment on the action points in any</p> <p>25 useful way, I will need to have sight of the full notes</p> <p style="text-align: center;">Page 152</p>

1 of the meeting to inform me of the discussions."
 2 So your concern was primarily about exclusion from
 3 the conversation?
 4 **A. From the conversations around the report.**
 5 Q. Not the report being withheld from you?
 6 **A. No. Well, because I had had a copy of it. I would have**
 7 **been if I had not had a copy of it.**
 8 Q. Are you aware the national safeguarding team at
 9 Lambeth Palace had the impression that you didn't have
 10 the report at all?
 11 **A. No, I'm not aware of that.**
 12 Q. Then you may not be able to assist us any further on
 13 that point. One consequence of the report was that
 14 Bishop John delegated responsibility for implementing
 15 the report's recommendations to Archdeacon Philip Jones.
 16 Is that right?
 17 **A. Yes.**
 18 Q. You expressed some concerns about the decision to
 19 delegate that to an archdeacon. Can you tell us what
 20 your concerns were?
 21 **A. I was concerned that it would have placed, in my view,**
 22 **possibly Philip Jones in a difficult position because he**
 23 **would -- the report made a number of -- raised a number**
 24 **of concerns about Bishop Wallace's practice and yet**
 25 **Philip Jones was his archdeacon.**

Page 153

1 Q. So you were concerned about the fact that he was the
 2 archdeacon working underneath Bishop Benn?
 3 **A. Underneath Bishop Benn.**
 4 Q. What did you think about there being an archdeacon, as
 5 opposed to a bishop, taking the lead on a safeguarding
 6 matter? What was your view in relation to that?
 7 **A. I could see the point in some delegation, but, clearly,**
 8 **Bishop John Hind still needed to retain the overall**
 9 **responsibility for safeguarding in the diocese. He**
 10 **delegated some tasks out to Philip Jones, and that's, in**
 11 **my view, entirely appropriate. But ultimately,**
 12 **Bishop John Hind had the responsibility, the overall**
 13 **responsibility, for safeguarding.**
 14 Q. What was your working relationship like with
 15 Philip Jones?
 16 **A. I tried very hard to work collaboratively with**
 17 **Archdeacon Philip Jones. I wrote to him frequently.**
 18 **When we met, discussions were cordial. But he**
 19 **frequently failed to respond to my emails and certainly**
 20 **it felt as if not enough weight was being given to the**
 21 **concerns that I was raising.**
 22 Q. One of the particular roles arising from the report into
 23 the past cases review and into Cotton and Pritchard was
 24 the establishment of the Diocesan Safeguarding Advisory
 25 Group.

Page 154

1 **A. Yes.**
 2 Q. I would like to talk a little bit about that group.
 3 First of all, when you started in post in 2007, was
 4 there a functioning Child Protection Advisory Group?
 5 **A. Not what I'd class as "functioning". It had fallen**
 6 **a little bit into abeyance following Tony Selwood's**
 7 **death. It did meet. It met in the summer, and then**
 8 **again, I believe, in September. I would need to check**
 9 **the notes.**
 10 **But it was -- it had no clear -- my concerns were,**
 11 **it didn't have any clear terms of reference. The**
 12 **history to it had been that Tony Selwood had identified**
 13 **people that he felt could contribute to safeguarding in**
 14 **the diocese. They were essentially supporters for him.**
 15 **The meetings were very informal. The one that**
 16 **I attended at Bishop's Palace, Bishop John's wife cooked**
 17 **dinner and we had a discussion afterwards. The meeting**
 18 **wasn't -- it was -- I think it may have been chaired by**
 19 **Bishop John.**
 20 Q. So you wanted it to be on a more formal footing?
 21 **A. Formal footing, and one that was consistent with the**
 22 **recommendations in the House of Bishops policy, which**
 23 **would have meant that it needed to be a subcommittee of**
 24 **the Bishops' Council.**
 25 Q. Before we talk about the terms of reference, we know

Page 155

1 that the Child Protection Advisory Group was disbanded
 2 following its last meeting in November 2007. Does that
 3 sound correct?
 4 **A. We agreed -- at that meeting, we agreed to formulate new**
 5 **terms of reference and to meet again as a new**
 6 **safeguarding group. But I did continue to have contact**
 7 **with some of the professional members of that group as**
 8 **a sounding board.**
 9 Q. Is it right that no terms of reference were agreed for
 10 a replacement group until mid 2010?
 11 **A. No, that's right.**
 12 Q. Can you help, why was there such a long delay?
 13 **A. Well, we agreed a small working party of people that**
 14 **would work on the terms of reference, and that included**
 15 **myself, two archdeacons, another -- two members of**
 16 **the former Child Abuse Advisory Group and the diocesan**
 17 **secretary as well had some input. It was difficult to**
 18 **agree terms of reference because I think we were both --**
 19 **the professionals and representatives from the church**
 20 **both wanted very different -- a very different**
 21 **safeguarding group.**
 22 Q. Is it right -- I'm just looking at the evidence we have
 23 from some other individuals. Was the crux of one of
 24 the disagreements about the extent to which diocesan
 25 officers should be involved in the group?

Page 156

<p>1 A. Yes.</p> <p>2 Q. Is it right that Philip Jones and the diocesan secretary</p> <p>3 at that time, Francesca Del Mese, thought they should</p> <p>4 have a more formal role in the group and yourself and</p> <p>5 some others thought it should be more independent from</p> <p>6 the diocese?</p> <p>7 A. I think there needed to be representation from both</p> <p>8 people within the church, but also from professionals</p> <p>9 from outside agencies and organisations, but also, in my</p> <p>10 view, it needed an independent chair with specialist</p> <p>11 safeguarding experience. That created an issue because</p> <p>12 I think there was a view within the church that that</p> <p>13 would weigh things heavily on the side of the statutory</p> <p>14 agencies in terms of their influence over the group.</p> <p>15 Q. What you have said at paragraph 42.17 of your</p> <p>16 statement -- I'm going to read it to you so you don't</p> <p>17 necessarily have to turn it up, if that helps -- is:</p> <p>18 "Sometimes I had the impression that senior clergy</p> <p>19 members didn't trust external professionals to make the</p> <p>20 right call about safeguarding matters for the diocese</p> <p>21 and that they should be dealt with in a nuanced or</p> <p>22 tailored way."</p> <p>23 A. Mmm-hmm.</p> <p>24 Q. Are we talking, when you say that, about the terms of</p> <p>25 reference for the Diocesan Safeguarding Advisory Group</p> <p style="text-align: center;">Page 157</p>	<p>1 concerned, they needed to make a referral directly to</p> <p>2 the safeguarding agencies themselves to make sure that</p> <p>3 it happened. But in my view, I was concerned that it</p> <p>4 may make it more difficult for me to refer things to the</p> <p>5 local authority if it was felt that things could be</p> <p>6 managed internally and differently.</p> <p>7 Q. Just so everybody is aware, obviously I'm mindful of</p> <p>8 the time, chair, but I want to talk to you now about two</p> <p>9 specific cases, safeguarding matters, that arose during</p> <p>10 your tenure, and then just finish up with some</p> <p>11 reflections on your thoughts of your time at the diocese</p> <p>12 and some individuals, if we can.</p> <p>13 First, if we can talk about the case of</p> <p>14 Gordon Rideout.</p> <p>15 A. Yes.</p> <p>16 Q. The chair and panel heard some information in the</p> <p>17 opening yesterday that Gordon Rideout was a canon within</p> <p>18 the diocese?</p> <p>19 A. Yes.</p> <p>20 Q. During your tenure, he was retired. He retired in 2003</p> <p>21 and had permission to officiate. He had been tried and</p> <p>22 acquitted at a court martial in November 1972 and there</p> <p>23 had been some subsequent investigations including a 2002</p> <p>24 Sussex Police investigation.</p> <p>25 We have looked and established that he wasn't on</p> <p style="text-align: center;">Page 159</p>
<p>1 or a more broad problem?</p> <p>2 A. Yes, in relation to the terms of reference, but also</p> <p>3 I can remember a conversation that I had with</p> <p>4 Francesca Del Mese, the incoming diocesan secretary, who</p> <p>5 felt quite strongly that there should be an extra layer</p> <p>6 of management in child protection issues, so that,</p> <p>7 instead of myself, as diocesan safeguarding adviser,</p> <p>8 reporting directly to the statutory agencies, that there</p> <p>9 should be a consultation and discussion between the --</p> <p>10 with the diocesan secretary and the relevant bishop or</p> <p>11 archdeacon first.</p> <p>12 Q. So in terms of another layer of management, was the</p> <p>13 suggestion coming from her that if there was a matter</p> <p>14 that may need to be referred to external authorities,</p> <p>15 you would speak first to an archdeacon or the diocesan</p> <p>16 secretary or the bishop?</p> <p>17 A. And do it with their agreement, basically.</p> <p>18 Q. With their agreement. Why did you consider that not to</p> <p>19 be an appropriate approach?</p> <p>20 A. Because the diocesan policy was very, very clear that it</p> <p>21 was the role of the diocesan safeguarding officer to</p> <p>22 make those referrals. Certainly out in the parishes,</p> <p>23 when I provided training, we had a process for</p> <p>24 managing -- for making referrals, but it was always</p> <p>25 very, very clear that, ultimately, if people were</p> <p style="text-align: center;">Page 158</p>	<p>1 Roger Meekings' known cases list prepared during the</p> <p>2 past cases review. When did you become first aware of</p> <p>3 the previous allegations against Gordon Rideout?</p> <p>4 A. When I was contacted by Ian Gibson, the bishop's</p> <p>5 chaplain, and Ian asked me, when I was next passing by</p> <p>6 at Bishop's Palace, if I would drop in and look at some</p> <p>7 information that had come in that had been added to one</p> <p>8 of the files, which I did a few days later, a couple of</p> <p>9 days later. I didn't pick up on the urgency of it from</p> <p>10 that conversation. When I arrived at Bishop's Palace,</p> <p>11 it was Gordon Rideout's file that I was given, and the</p> <p>12 CRB disclosure was attached to the front of it.</p> <p>13 Q. The CRB disclosure, what did that reveal?</p> <p>14 A. It revealed the information that you have just said.</p> <p>15 Q. The full extent of the previous or --</p> <p>16 A. No, there was an indication that there was soft</p> <p>17 information to follow and that arrived subsequently.</p> <p>18 I think it was sent initially possibly to</p> <p>19 Bishop Wallace's secretary, PA, because she'd sent the</p> <p>20 CRB application or countersigned it.</p> <p>21 Then she sent it straight over to me.</p> <p>22 Q. Can we take a look on the screen at ACE022267 underscore</p> <p>23 221. So everybody knows, the blemished disclosure in</p> <p>24 relation to Gordon Rideout was received</p> <p>25 in September 2010. Does that sound correct?</p> <p style="text-align: center;">Page 160</p>

<p>1 A. Yes. 2 Q. This points of information, was this prepared by you? 3 A. No, I don't think it is mine. 4 Q. What we do know is that -- 5 A. No, it is not. 6 Q. We will ask the person who prepared it then. My screen 7 is not working. 8 Can you tell us, what happened once you received 9 a copy of that disclosure? 10 A. I looked at the blue file on receipt of the disclosure. 11 The only information in the blue file relating to any of 12 these allegations was a copy of a confidential 13 declaration form from Gordon Rideout setting out the 14 information about his arrest in 2002. 15 Q. What we see is that arrest in 2002 was recorded on the 16 file. What action did you take? 17 A. I consulted with the diocesan safeguarding group. We 18 had a risk assessment group within that, so I consulted 19 with members of that group to get their views on the 20 information. There was a unanimous view that he needed 21 to -- we needed to recommend that his PTO was suspended. 22 I also sought further information from the army and 23 Barnardo's as well to help inform decision making. 24 Q. Can we turn to page 228 of that same document. We can 25 see your email setting out the reasons for that</p> <p style="text-align: center;">Page 161</p>	<p>1 investigation of the allegations, I do not consider that 2 suspension or withdrawal of PTO would be justified at 3 this stage." 4 In essence, it's referred back to the Diocesan 5 Safeguarding Advisory Group to look at again? 6 A. Yes. 7 Q. The first question is, was it envisaged that the 8 recommendations of the Diocesan Safeguarding Advisory 9 Group would be followed within the diocese? 10 A. Yes. I think I'd given enough information in my email 11 to justify the recommendation that we were making and 12 I was amazed that that was the response. 13 Q. In your experience in the diocese, had the group or 14 yourself ever been asked to reconsider your advice in 15 this way before? 16 A. No. 17 Q. So was this a one-time -- 18 A. It was the first time. In fairness, though, the group 19 hadn't been running for that long. So it was the first 20 time that we'd actually offered advice that was 21 subsequently not accepted immediately. 22 Q. Was the case referred back to the group? 23 A. It was. Bishop John asked me to go and look at the file 24 again. The only additional information was actually 25 a copy of a letter, I believe, from Bishop Wallace that</p> <p style="text-align: center;">Page 163</p>
<p>1 recommendation. At the bottom of the page, 2 17 December 2010, "Dear Bishop Wallace". If we go over 3 the page, please, Paul: 4 "Having considered the information contained in the 5 disclosure and additional 'soft' information ... the 6 group members that there is sufficient information 7 available to give cause for concern and as such our 8 advice would be that PTO should be withdrawn until more 9 information is forthcoming." 10 We can see five bullet points of detailed reasons 11 for that recommendation. Can we go over the page to 228 12 to see the response to that email. This is an email 13 from Bishop John to you: 14 "Dear Shirley ... I entirely understand your concern 15 and am grateful for Bishop Wallace's assurance to you in 16 an email of 13 September that Canon Rideout does no 17 unsupervised work with children or young people ... 18 I wish it to be handled in the safest way possible." 19 Looking at the next paragraph: 20 "Just for the record ... the letter to 21 Gordon Rideout may have been standard but it did not 22 comply to say no further action in relation to criminal 23 proceedings. Also, I consider the matter to be closed." 24 Finally: 25 "Given the historic nature and previous</p> <p style="text-align: center;">Page 162</p>	<p>1 I had actually already seen anyway. So I went back to 2 the risk assessment group and gave that information 3 back. I was concerned that the recommendation wouldn't 4 be accepted, so I think at that point I also sent on 5 copies of -- I asked them to provide their advice to me 6 formally in an email and I sent on all those emails to 7 Bishop John Hind. 8 Q. Once Bishop John Hind received that, was Canon Rideout's 9 PTO suspended? 10 A. He was. It was, yes. 11 Q. Mindful of the time, I just want to conclude to talk 12 about your general observations and your time in the 13 diocese. Turning first of all to Bishop John, how would 14 you describe your working relationship with Bishop John 15 as a whole or did it change during your time within the 16 diocese? 17 A. Initially, and in fact up until the Meekings Report, it 18 was very good. If I contacted Bishop John by telephone 19 or email, he would always respond. He was very helpful 20 in at least arranging some counselling, although it was 21 obviously woefully inadequate, for the victims by using 22 the discretionary fund. He generally supported me, 23 although it was always on a -- I always understood that 24 he had the final decision, obviously. 25 But it did change after the Meekings Report, simply</p> <p style="text-align: center;">Page 164</p>

<p>1 because I don't think Bishop John knew how to resolve 2 it, quite honestly. 3 Q. In relation to the Meekings Report -- others will tell 4 us more about the detail -- we are aware that there were 5 some real factual disputes within the report and within 6 the report's findings. In your view, did you think that 7 those factual disputes hindered or prevented the diocese 8 from learning any lessons from the Cotton and Pritchard 9 case? 10 A. It shouldn't have done. There should have been an open 11 and an honest discussion about the findings in the 12 report. 13 Q. Was there? 14 A. No -- well, not that I was party to. 15 Q. Other than an open discussion about it, did you consider 16 that the diocese learnt any lessons from the 17 recommendations or the findings, putting aside the 18 factual disputes? 19 A. I didn't have any confidence that they did, certainly 20 not from the action points that were identified from 21 those reports. 22 Q. One of the things Bishop Hind has said in his statement 23 is that sometimes you were difficult to work with and 24 that you had had difficult relationships with others in 25 the diocese, including the diocesan secretary. How</p> <p style="text-align: center;">Page 165</p>	<p>1 Q. In relation to Bishop Wallace, if we can talk about him 2 in particular, people have said that you had 3 a particularly difficult relationship with him. Does 4 that accord with your recollection? 5 A. No. 6 Q. Some have gone so far as to say that you were out to get 7 him or had the knives out for Bishop Wallace, and words 8 to that effect. Again, does that accord with your 9 recollection? Is that correct? 10 A. Again, I would say that was very unfair. I think 11 certainly in the -- until the Meekings Report, again, 12 I had actually had very little contact with 13 Bishop Wallace. We met in relation to Roy Cotton and 14 Colin Pritchard. Bishop Wallace responded entirely 15 appropriately in suspending -- 16 Q. Colin Pritchard? 17 A. -- Colin Pritchard. We had some subsequent contact over 18 another case, telephone, where we agreed a safeguarding 19 plan. There was only one particular issue, where 20 I provided advice to a parish that it wasn't safe -- in 21 my view, it wasn't safe for them to proceed with an 22 appointment of a youth worker because of information 23 provided on a CRB disclosure. 24 It turned out that that particular youth worker was 25 a personal friend of Bishop Wallace -- certainly his</p> <p style="text-align: center;">Page 167</p>
<p>1 would you respond to that? 2 A. I think that's actually quite hurtful and unfair, 3 because certainly up until the issues with the 4 Meekings Report, I had had very friendly and cordial 5 relationships with Bishop John, with Ian Gibson, with 6 Philip Jones. There wasn't an issue until that point. 7 Afterwards, I always tried to ensure by my email 8 correspondence and conversations that I was always 9 cordial. I did obviously follow up emails. I'm sure 10 I was probably quite an irritant at times, because 11 obviously we needed to get these issues resolved, but 12 I find some of their comments inexplicable. 13 There was an issue, in fairness, with the diocesan 14 secretary, not with Jonathan Pritchard, who was the 15 diocesan secretary in post when I started, I got on 16 very, very well with Jonathan Pritchard and he was 17 supportive and helpful within his limits because he 18 didn't have any involvement in case work. 19 Difficulties arose because the incoming diocesan 20 secretary, Francesca Del Mese, felt very definitely that 21 she should have a role in casework. Bishop John felt 22 differently, that casework involving clergy should be 23 managed by the bishops and deacons, and that created an 24 issue. At times, I did feel like I was almost caught 25 between a rock and a hard place.</p> <p style="text-align: center;">Page 166</p>	<p>1 wife was a personal friend of Bishop Wallace and 2 Bishop Wallace did phone me and I felt he tried to make 3 me shift my view on it, which I didn't. I'm sure he was 4 frustrated. I sort of picked up on that on the phone. 5 But it wasn't a difficult telephone conversation. 6 I wasn't prepared to move my position. 7 Q. Was this an isolated incident? 8 A. Yes. Yes, it was. 9 Q. So, so far as you were aware, it was a one-off? 10 A. Yes, and it was the sort of thing that can happen in any 11 organisation where you have got a difference of opinion. 12 Q. What you said in your statement is that ultimately you 13 lost confidence in the diocese and you resigned? 14 A. Yes. 15 Q. Specifically, what was it that pushed you to resign? 16 A. It was a number of factors. I was beginning to feel 17 that there were issues happening in the diocese that 18 I didn't have a full understanding and awareness of, 19 particularly in relation to what had happened during 20 Colin Pritchard and Roy Cotton's time, but more recent 21 concerns as well, where I wasn't always informed in 22 a timely way about issues, or only learnt about them by 23 default, really. 24 I did raise some issues, but they weren't 25 necessarily directed directly at Bishop Wallace. It</p> <p style="text-align: center;">Page 168</p>

1 happened in that area of the diocese, but I felt they
 2 required further investigation, such as when PTO had
 3 been given to somebody without a copy of the blue file.
 4 We needed to understand why that had happened. And when
 5 a priest moved out of the diocese, it was subject to
 6 a safeguarding plan, and I wasn't notified about him
 7 moving so that I could share that information.
 8 Q. Did you think those failings were as a result of
 9 Bishop Wallace's failings or diocesan failings and
 10 structures?
 11 A. I felt that there were clearly communication failings.
 12 I didn't know at that point particularly where
 13 responsibility lay. But I felt that they needed to be
 14 investigated. We needed to have an understanding of
 15 that.
 16 But by that time, relationship -- certainly from
 17 Bishop Wallace's point of view, I was advised that he
 18 was very, very angry with me for identifying
 19 Roger Meekings as the -- to do the past cases review,
 20 because that then led on to the Meekings Report, and
 21 that he wasn't prepared to have any further direct
 22 contact with me, which obviously made it difficult.
 23 That was one of the stresses. I had been raising
 24 these concerns over a period of probably about
 25 12 months, about different issues that were cropping up

Page 169

1 that we needed to be looking -- to look at to learn from
 2 and put in place the appropriate procedures and changes
 3 in policy that were necessary to prevent that from
 4 happening again, and then, completely out of the blue,
 5 I had a phone call from Philip Jones to say that he was
 6 planning to meet with Bishop Wallace to discuss some of
 7 these issues with Clive Dilloway, who was by then acting
 8 as diocesan secretary after Francesca Del Mese left.
 9 Q. Was this in relation to, you raised four specific cases
 10 of concern?
 11 A. He asked me to provide information about four cases, and
 12 I did. They were the cases that he took to
 13 Bishop Wallace.
 14 I think it is important to say that I offered to be
 15 part of that meeting so that we could have an open and
 16 honest discussion and get some understanding of what had
 17 happened. But Philip Jones felt that it was better if
 18 just he and Clive Dilloway went to that -- went to the
 19 meeting and that I wasn't involved.
 20 Q. As a result of that meeting, did he write you a letter
 21 to say, "We have discussed these concerns with
 22 Bishop Wallace and he's reassured us and we are
 23 confident, having discussed it with him, that all is
 24 okay"? To that effect?
 25 A. Yes, Philip Jones provided me with, I suppose, for want

Page 170

1 of a better term, some rebuttal evidence, which clearly
 2 wasn't accurate. So at that point I responded again and
 3 said, "Well, no, the information you are giving me isn't
 4 accurate" and we still haven't resolved these issues or
 5 got an understanding of what has happened here".
 6 Q. Is it right that, out of fairness, Philip Jones
 7 subsequently apologised to you for that
 8 correspondence --
 9 A. He did.
 10 Q. -- to say, "Actually, we realise you were correct and we
 11 made a mistake"?
 12 A. Yes. That was after I'd handed my resignation in,
 13 though.
 14 Q. I want to wrap up by asking you whether you have any
 15 suggestions or thoughts that may assist the panel in
 16 relation to how safeguarding within the Diocese of
 17 Chichester in particular or the church as a whole, from
 18 your experience, could be improved?
 19 A. I think whilst obviously policies and procedures are
 20 clearly very, very important and we need to have very
 21 robust policies and procedures, it is also about hearts
 22 and minds and bringing about a change in the culture
 23 within the diocese where it is automatic to put the
 24 welfare of children, victims and survivors at the centre
 25 of safeguarding issues and matters. I'm not sure how

Page 171

1 you legislate for that. There are some things that come
 2 to mind for me, and that is, I think it would be helpful
 3 if it could be made part of bishops' and archdeacons'
 4 licence that they have to attend managing allegations
 5 training that's arranged through their local
 6 safeguarding children's board so they have a clear
 7 understanding of what their roles and responsibilities
 8 are.
 9 MS McNEILL: Thank you. Chair, do you or your panel have
 10 any questions?
 11 Questions by THE PANEL
 12 THE CHAIR: Yes, I have a question for you, Ms Hosgood.
 13 Regarding the referrals to the statutory agencies, I get
 14 the impression that this was in some way threatening to
 15 the senior clergy you were working with?
 16 A. I think there was a concern that by referring to the
 17 statutory agencies, things would be escalated in a way
 18 that they felt perhaps may not be necessary and that it
 19 could be managed in an alternative way, certainly more
 20 pastorally or by mediation and so forth.
 21 THE CHAIR: Were the senior clergy involved familiar with
 22 their responsibilities, even duties, to report any such
 23 incidents?
 24 A. Yes, certainly, and we also had at least two sessions
 25 that I arranged within the diocese on the importance of

Page 172

<p>1 emotional intelligence to safeguarding and another</p> <p>2 training day that covered the need to work effectively</p> <p>3 with safeguarding organisations.</p> <p>4 THE CHAIR: But they chose to ignore the requirement and the</p> <p>5 duty to report such things?</p> <p>6 A. I think one priest once said to me that he'd been</p> <p>7 advised by -- I can't remember which bishop it was</p> <p>8 now -- that if he shared the information with me, "You</p> <p>9 do know Shirley Hosgood will involve the police". He</p> <p>10 still shared the information with me, and I think that</p> <p>11 is testament to the fact that within the parishes there</p> <p>12 was certainly a very good understanding of roles and</p> <p>13 responsibilities.</p> <p>14 THE CHAIR: I was really concerned with the senior clergy's</p> <p>15 position of excluding you from a discussion of</p> <p>16 potentially very serious cases and where they derived</p> <p>17 their expertise in safeguarding from?</p> <p>18 A. Certainly they had safeguarding training. They were</p> <p>19 expected to participate in the diocesan training.</p> <p>20 Certainly before they were bishops, they would have --</p> <p>21 and archdeacons, they would have attended parish</p> <p>22 training. There was an understanding. Certainly, the</p> <p>23 report was -- the safeguarding policies were approved by</p> <p>24 Bishops' Council and by diocesan synod.</p> <p>25 THE CHAIR: One final question: did anybody ever check how</p> <p style="text-align: center;">Page 173</p>	<p>1 MR FRANK: Certainly.</p> <p>2 A. But I have to say that they were always very, very</p> <p>3 supportive of counselling.</p> <p>4 MR FRANK: Indeed. On 13 March, same page, update regarding</p> <p>5 your contact with them?</p> <p>6 A. Yes. Again, I would have run that past the diocesan</p> <p>7 insurers.</p> <p>8 MR FRANK: Yes. Page 253, bottom of the page, 22 March, in</p> <p>9 2010, copied email from Philip Jones to the insurers</p> <p>10 asking, amongst other matters, whether the insurers had</p> <p>11 asked itself -- given any thought to providing funds to</p> <p>12 fund -- I think it is counselling in that instance. Is</p> <p>13 that you writing that memorandum?</p> <p>14 A. Yes. Sorry, can I just look at it again?</p> <p>15 MR FRANK: Please do.</p> <p>16 A. Can you just clarify that again?</p> <p>17 MR FRANK: At the bottom of page 254, on 22 March 2010 --</p> <p>18 A. Sorry, there's the wrong page up there.</p> <p>19 MR FRANK: I'm so sorry. Page 254. 22 March?</p> <p>20 A. Yes.</p> <p>21 MR FRANK: Correspondence relating to whether or not the</p> <p>22 insurance company had given any thought to providing</p> <p>23 funds in relation to counselling. This is in the</p> <p>24 Roy Cotton case again.</p> <p>25 A. Yes. I think that was based on a conversation that I'd</p> <p style="text-align: center;">Page 175</p>
<p>1 fully or properly the procedures and protocols were</p> <p>2 being implemented?</p> <p>3 A. There wasn't a formal auditing, no.</p> <p>4 THE CHAIR: Thank you very much.</p> <p>5 MR FRANK: A couple of things, please. I'm trying to</p> <p>6 understand the relationship that you had and the</p> <p>7 assistance that you got from any -- careful not to</p> <p>8 trespass on any legal advice that you got. But you had</p> <p>9 dealings, I think, with some of the legal</p> <p>10 representatives of the diocese and, indeed, with their</p> <p>11 insurers on a number of occasions.</p> <p>12 A. Yes.</p> <p>13 MR FRANK: I'm trying to understand why, as the diocesan</p> <p>14 safeguarding adviser, you would have had that. It might</p> <p>15 help, first of all, to turn up in your documents behind</p> <p>16 your tab 1 the document with the reference</p> <p>17 ACE022267_245, which is the first of the references in</p> <p>18 the Roy Cotton memorandum that you made. Do you see at</p> <p>19 the top of the page, on 27 February 2009:</p> <p>20 "Followed by email to Ecclesiastical Insurers to</p> <p>21 draft letter for their approval before sending."</p> <p>22 Is that you drafting a letter and sending it to the</p> <p>23 insurers to get their approval before you sent it?</p> <p>24 A. It was part of policy -- or normal practice that we</p> <p>25 would run things past the church insurers.</p> <p style="text-align: center;">Page 174</p>	<p>1 had when I was aware that a litigation claim had already</p> <p>2 come in to the insurers and we were talking -- the</p> <p>3 insurers were quite keen to put in place some</p> <p>4 arrangements as a sort of halfway position before</p> <p>5 a final settlement was agreed.</p> <p>6 MR FRANK: Thank you. The following page, page 255,</p> <p>7 21 April, same year, discussions with -- they name</p> <p>8 a person there, again from the insurers:</p> <p>9 "Still in discussions with Clive Dilloway."</p> <p>10 Do you see that?</p> <p>11 A. That's what I couldn't understand because I'd had those</p> <p>12 conversations with the insurers. In fact, I'd sent them</p> <p>13 a copy of the protocol I'd drawn up as well and they</p> <p>14 were entirely happy with that because they took the view</p> <p>15 that if the diocese supported victims and survivors with</p> <p>16 counselling, that it actually went some small way to</p> <p>17 mitigating some of the financial costs later.</p> <p>18 MR FRANK: So it was a mystery to you as to what the log jam</p> <p>19 was?</p> <p>20 A. It was an absolute mystery to me what the problem was.</p> <p>21 MR FRANK: Thank you. In relation to now -- so that was</p> <p>22 Roy Cotton. In relation to Colin Pritchard, document</p> <p>23 ACE022267_262, again, you notifying the diocesan</p> <p>24 insurers about a conversation you'd had in relation to</p> <p>25 a casualty claim on 17 September 2007.</p> <p style="text-align: center;">Page 176</p>

1 **A. Okay.**
 2 MR FRANK: Is that right?
 3 **A. Yes.**
 4 MR FRANK: Then again, on 265, spoke to one of your senior
 5 national officers, who was going to have a conversation
 6 with the insurers again.
 7 **A. Yes.**
 8 MR FRANK: And there are several others -- I'm not going to
 9 take you to them -- on pages 278 and 282. Can I ask you
 10 this: from these notes, it is clear you had quite a few
 11 conversations with the insurers. It appears that you
 12 don't, on the face of the note, have any conversations
 13 with the legal advisers; is that right?
 14 **A. That was because I was taking up the issues with**
 15 **Philip Jones and Francesca Del Mese, and they were**
 16 **consulting with the legal advisers in the diocese.**
 17 MR FRANK: I understand. Thank you very much.
 18 One final question in relation to your concern about
 19 openness with victims and survivors: I just want to ask
 20 you in relation to a reference on your page 284 of that
 21 same exhibit where you're raising a concern about
 22 whether the Meekings Report should be disclosed and
 23 you're saying, well, actually, the victims and survivors
 24 have already worked out themselves pretty much the
 25 information in that report, so wouldn't it be better to

Page 177

1 be open and give them the information they are asking
 2 for.
 3 **A. It would. In fact, my view has always been that that**
 4 **document would obviously need to be appropriately**
 5 **redacted, in the same way that if I send out minutes in**
 6 **my current role, those documents are redacted. But we**
 7 **needed to be sharing those findings. But I think the**
 8 **difficulty was that I had no proper understanding of**
 9 **which of those findings the diocese were willing to**
 10 **accept and which ones they weren't, and that was what**
 11 **caused the nub of the problem in the end.**
 12 MR FRANK: I'm very grateful. Thank you very much. That's
 13 all I ask.
 14 THE CHAIR: Professor Malcolm has a question.
 15 PROF SIR MALCOLM EVANS: Just one, and hopefully quite
 16 a simple one: do we know, do you know, should we know,
 17 that there was a report on the blue file relating to
 18 Cotton in 1997 concerning the conviction in 1954?
 19 **A. There was information on the blue file about the**
 20 **conviction.**
 21 PROF SIR MALCOLM EVANS: Yes. But would it have been on it
 22 or known in 1997?
 23 **A. It should have been. It was there when I read the file.**
 24 **But obviously I didn't look at it in 1997. But there**
 25 **was no reason for me to think, from reading that file,**

Page 178

1 **that that information wasn't on it.**
 2 PROF SIR MALCOLM EVANS: So what would have been the source
 3 of that information -- we know it was disclosed in 2001
 4 to Bishop Wallace and clearly it was placed on the file
 5 at that point. Of course, therefore, it would be
 6 available for you to see when you looked at the file.
 7 But was there any -- is it known that it was available
 8 before 2001 when that disclosure was made?
 9 **A. Well, I took it that the information that was on the**
 10 **file in relation to that conviction had travelled with**
 11 **him from Portsmouth.**
 12 PROF SIR MALCOLM EVANS: Thank you.
 13 THE CHAIR: Thank you very much, Ms Hosgood.
 14 MS McNEILL: That's the conclusion of this witness and the
 15 conclusion of the witnesses for today.
 16 (The witness withdrew)
 17 MS McNEILL: I wonder if that might be a convenient time?
 18 THE CHAIR: Yes.
 19 MS McNEILL: The first witness I believe is warned for
 20 10.30 am tomorrow.
 21 THE CHAIR: Yes, indeed. Thank you very much.
 22 (4.27 pm)
 23 (The hearing was adjourned until
 24 Wednesday, 7 March 2018 at 10.30 am)
 25

Page 179

I N D E X

1
 2
 3 WITNESS AN-A15 (sworn)1
 4
 5 Examination by MS SCOLDING1
 6
 7 MR PHILIP JOHNSON (sworn)17
 8
 9 Examination by MS SCOLDING18
 10
 11 Questions by THE PANEL111
 12
 13 MS SHIRLEY HOSGOOD (affirmed)114
 14
 15 Examination by MS MCNEILL114
 16
 17 Questions by THE PANEL172
 18
 19
 20
 21
 22
 23
 24
 25

Page 180

A	abused 32:22 33:7 40:6 52:6 56:7 57:17,19 122:22	ACE021705 132:23 ACE021705_033 64:20	163:24	advisers' 112:23
A15 1:12,25 17:7	abuser 82:3 106:17 122:25	ACE021705_034 65:2	address 47:2 55:16 121:1 122:9	advising 116:7
A3 111:8,9	abusers 31:18 54:14	ACE022267 160:22 ACE022267_113 150:4	adduced 77:3	advisory 97:1 119:2 154:24
A31 131:23 132:3,6 132:12,13,25 133:3 134:4,14	abuses 123:17	ACE022267_245 174:17	adequate 137:6	155:4 156:1,16 157:25 163:5,8
A37 134:21 135:5 135:25 136:9,13 138:7	abusing 22:17 24:6	ACE022267_260 127:17	adjourned 179:23	advocated 100:22
A37's 137:25	academic 21:14 152:18	ACE022267_262 176:23	adjournment 88:4	aeroplanes 99:1
A4 99:11	accept 57:3 77:6 95:22 107:23 119:20 144:12 178:10	ACE023465 136:17	admin 113:11 117:24 118:1	affection 24:4 33:12
ABE 58:25	accepted 66:24 69:10 88:21 152:15 163:21 164:4	acknowledge 109:3	administration 101:9	affectionate 25:14
abeyance 155:6	access 14:12,12,15 15:1 125:3,17 132:21 143:9 151:24	acknowledged 120:10 138:8	admissible 49:8	affirmed 114:15 180:13
ability 11:21 41:9 42:9 43:5,6	account 29:15 46:7 46:11 47:3,8 49:6 53:23 57:13 66:24 66:25 69:9 71:24 75:17 109:5	acknowledgement 138:10 145:3	admitting 69:14	afford 21:25 145:4
able 3:13 14:22 20:2 21:25 22:8 22:12 58:7 76:21 77:7 88:21 97:17 97:22,23,24 126:15,23 127:1 138:16 139:3,14 152:19 153:12	accused 135:10,17	acquitted 4:6 159:22	adulthood 19:15	afraid 2:1 4:24 6:13 47:14
abroad 24:7 27:22	accommodating 96:11	act 69:21	adult 7:24 11:15,22 15:6 16:20 24:21 24:22,23 41:9 124:1	afternoon 114:17 115:12 133:21
absent 32:7	accord 167:4,8	acted 86:3 146:16	adults 14:8 24:16 24:23 40:21,24 122:22	age 6:5 21:14 22:22 24:25 29:10 31:14 36:2,10 38:20 46:5 56:19
absolute 176:20	account 29:15 46:7 46:11 47:3,8 49:6 53:23 57:13 66:24 66:25 69:9 71:24 75:17 109:5	acting 170:7	advance 95:7	aged 38:21
absolutely 9:8 10:16 83:10 132:12 134:18 140:2	accuracy 96:2,2 171:2,4	action 54:18 55:12 83:14 93:11 120:25 150:5,6,18 152:18,24 161:16 162:22 165:20	advantage 29:1	agencies 157:9,14 158:8 159:2 172:13,17
abuse 2:17 3:24 4:1 4:4,20 10:24 12:12,24 15:6,25 19:14 22:14 23:2 23:16 24:9 25:9 26:19 31:7,8,10 31:13 32:2,4 35:4 37:13 41:7,9 45:15,17 50:12 53:23 54:13 55:23 59:15 64:9 70:19 84:5 92:6,15 106:9 107:14,14 109:2 122:7,23 131:24 156:16	accusation 73:13 141:25	acquitted 4:6 159:22	advice 80:9 112:24 119:19 121:4 130:1 140:14 152:13 162:8 163:14,20 164:5 167:20 174:8	agenda 85:11
	accustomed 25:12	act 69:21	advise 126:15	ages 3:25 106:13 108:4
	ACE002698 123:13 123:16	acted 86:3 146:16	advised 140:12 169:17 173:7	ago 1:20 47:14 65:9 65:17 123:12
	ACE021327_001 122:13	acting 170:7	adviser 64:16 66:19 67:24 78:3 99:16 104:2 114:23 115:24 116:15 118:23 121:25 123:3 135:15 141:5 152:12 158:7 174:14	agree 59:19 91:17 156:18
	ACE021327_025 122:14,18	action 54:18 55:12 83:14 93:11 120:25 150:5,6,18 152:18,24 161:16 162:22 165:20	adviser's 116:14	agreed 13:8 59:15 80:3 83:20 84:12 130:17 139:4,24 156:4,4,9,13 167:18 176:5
		active 20:16 65:14	advisers 91:12,16 91:17,19 100:7,23 101:6 112:7 121:10 177:13,16	agreement 59:13 80:1 130:16 131:4 140:1 144:9,11 146:7,8 158:17,18
		actively 20:19		ahead 9:1 53:13 83:7 108:2 109:13 130:3
		activity 40:18		
		actual 10:6 32:4 38:9		
		added 117:8 140:10 160:7		
		addenda 83:21		
		addendum 83:22 88:10 94:3 95:17		
		addition 30:3 86:22 125:8,9 126:6 130:10 149:16		
		additional 78:11 117:23 162:5		

<p>aim 144:16 aircraft 34:22 Alana 94:17 102:14 alcohol 35:23 36:3 43:10 alienated 28:17,22 alienation 28:20 allegation 142:25 allegations 60:11 68:20,23 122:7,9 122:21,23 123:4,6 123:9,11,20 124:9 129:12 131:6,7,12 131:15 134:24 138:6 141:1 142:1 147:15,20 148:5 160:3 161:12 163:1 172:4 alleged 49:1,3 81:20 136:9 allowed 10:9 16:17 32:17 70:20 106:18 Alongside 80:18 alter 50:4 alternative 172:19 amazed 163:12 amount 50:23 77:20 79:24 82:2 85:9 100:18 105:22 118:21 amounts 35:23 43:10 105:6 amplify 114:20 AN-A15 1:6,9 180:3 AN-A31 70:4 AN-A37 55:21 71:23 AN37 137:22 anatomy 23:1 and/or 81:18 Andrew 34:18 Andrew's 34:7,14 34:15,16 56:8</p>	<p>ANG000167 147:9 ANG000171 86:25 87:3 ANG000213 115:6 ANG000217 67:19 86:14 141:13 ANG000222 62:21 111:11 ANG000222_040 112:12 ANG000244 115:10 anger 37:14 Anglican 3:23 angry 169:18 Ann 94:17 Annie 59:9 announcement 93:1 annual 24:11 29:25 anonymised 17:15 anonymity 19:4 anonymous 73:13 141:25 answer 137:4 answerable 101:22 answered 110:15 answers 71:11,19 71:20 90:21 Anthony 40:2 anxious 119:5 anybody 7:12,24 8:9,15 13:15 16:19 43:9 81:19 89:20 107:6 145:22 173:25 anymore 44:14 anyway 11:4 26:13 45:25 61:21 68:17 69:3 71:9 74:21 75:23,24 83:18 93:8 129:18 144:1 164:1 apart 13:11 50:25 52:17 57:22 59:24</p>	<p>95:15 138:18 apartment 40:5 Apologies 5:14 apologise 5:21 6:24 87:23 apologised 171:7 appalling 109:24 appallingly 81:24 apparently 47:20 appear 56:14 76:10 86:3 119:19 147:12,19 appeared 89:21 136:4 appears 177:11 application 160:20 applied 47:19 apply 119:24 appoint 81:5 145:22 appointed 81:6 115:16 145:17 146:25 appointment 14:21 15:4 135:17 167:22 appreciate 114:8 appreciated 17:11 approach 92:23 123:9 158:19 approached 121:18 approaching 122:25 appropriate 151:12 154:11 158:19 170:2 appropriately 53:8 85:25 167:15 178:4 approval 174:21,23 approved 124:6 144:18,20 173:23 approximately 3:25 117:4,6 132:16 140:16</p>	<p>April 85:5 176:7 Archbishops' 145:12 archdeacon 72:24 73:3 91:6 112:6 131:3 144:7 153:15,19,25 154:2,4,17 158:11 158:15 archdeacons 156:15 173:21 archdeacons' 172:3 Archepiscopal 107:4 architectural 34:23 area 10:5 13:24 21:21 125:8,22 148:9,17 169:1 areas 9:12 115:14 116:21 argument 49:9 arising 150:6 154:22 arm 4:15,15,24 104:1,2,4,5 arm's 102:15 army 2:7,7,14,20 3:14,22 5:25 6:6 9:11,11 161:22 arose 126:23 159:9 166:19 arrange 79:12 93:10 140:20 143:4 arranged 21:11 45:25 46:19 47:1 59:11 68:11 69:3 70:12 172:5,25 arrangement 146:5 arrangements 21:7 134:13,19 139:20 143:6,19 144:2 176:4 arranging 79:18,19 139:14 164:20</p>	<p>arrest 161:14,15 arrested 50:22 128:1 133:12 arrests 50:20,22 54:5 arrived 94:21 160:10,17 art 22:25 23:5 27:19 article 53:20 54:11 54:11 55:11,24 65:5 Arundel 115:25 116:3 aside 105:8 165:17 asked 13:2 37:2,2,7 45:23 51:3 69:3 72:9 78:22 82:8 82:12,24,24 110:17 118:16 124:1 133:9 143:13 160:5 163:14,23 164:5 170:11 175:11 asking 119:9 136:24 143:15 171:14 175:10 178:1 aspects 116:18 152:14 assault 25:1,5 38:9 59:4 assaulted 37:12 38:6 49:13 assessment 161:18 164:2 assigned 48:3 49:20 assist 122:12 153:12 171:15 assistance 174:7 assisted 28:6 Assisting 139:13 assists 118:19 122:20 associated 25:17</p>
---	--	---	---	--

30:2 33:10 35:15	authority 42:20	115:15	believe 5:24 6:2	birthday 4:2 75:23
associates 52:7	159:5	backlog 117:17	34:4 55:1 67:22	bishop 15:12 54:15
assume 6:19 125:13	automatic 171:23	bad 13:6,7,8 26:16	68:18 72:23 85:4	55:22 56:14 63:23
assumed 142:16	available 14:18	77:4	88:11 99:9 104:9	64:3,4,6 65:8
assuming 150:10	78:9,13 121:7	bag 26:18,22	112:9 137:1 148:3	66:15,17 67:9
assurance 92:11	162:7 179:6,7	bags 26:1	155:8 163:25	69:8 70:24 71:8
162:15	aviation 98:25	bail 130:22	179:19	71:11,19,21,23,25
assurances 92:4	avoid 83:23	balance 120:18	believed 26:6 50:2	72:2,9,13,14 73:4
assure 72:6	avoiding 130:22	ball 85:20 104:15	55:9 66:15,25,25	73:10,16,22 74:19
assured 54:19	aware 8:3 15:23	balls 39:4	67:12 68:5,15	75:16 84:3 85:20
astonished 68:19	46:24 52:10 65:12	bank 49:6	69:7,8,10 92:11	86:12 87:15,16,17
68:22	65:15 69:17 70:7	Barnardo's 161:23	belt 108:14	87:18,18 89:3
astounded 61:25	76:11 116:9 127:4	Baroness 87:21	belts 108:13	90:2 92:2 100:25
astounding 62:2	128:9,16 129:1,2	89:6 113:5	benefit 62:20	101:8 102:12,13
76:6	129:20 131:11,14	barrister 59:9	135:13 138:4	113:21 118:7
atrocious 83:5	131:15 132:6,8,19	base 2:14,20 3:14	benefits 42:17	124:25 125:9
attached 64:8	134:8,18 135:4	3:22,24 6:10 9:11	Benn 55:22 63:23	130:6 132:5,14
118:2 160:12	138:23 140:25	118:4	64:3,6 65:24	133:1,7,9,9
attachment 64:24	141:8,25 142:10	based 46:20,22	67:24 70:24 71:8	134:22 136:14,20
attempt 68:25	142:14,15,17,17	150:19 175:25	71:19 72:13,14	136:24 137:2,8
attend 6:21 48:18	142:21,24 146:23	bases 9:11	73:4,10 74:19	138:11,22,24
59:19,20 172:4	147:14,20 150:1	basic 82:23 103:1	86:12,20 87:15	139:1 140:12
attendance 130:13	152:17 153:8,11	124:11	129:25 132:5,14	141:1,3,4,19,22
attended 48:14	159:7 160:2 165:4	basically 33:21	133:1 136:14,20	141:23 142:3,15
59:21 71:8 117:8	168:9 176:1	69:16 72:23	138:24 141:1,19	142:17,21 143:12
155:16 173:21	awareness 168:18	158:17	142:3,15,17 154:2	143:15,22 145:17
attending 117:6	awful 21:13 68:13	basis 5:1 31:23	154:3	145:21 146:23
130:24	95:11 98:1,1,4,5	62:25 103:4	best 114:18 135:3	147:2 148:7,8,12
attention 4:14,20	104:12 106:24	119:11	better 20:5 21:19	148:16,18,19,20
52:10 126:1 127:3	118:13	bath 46:12	59:23 66:20 79:8	149:3,6 150:1
attentive 58:18		bathrobe 36:24	104:10 124:22	153:14,24 154:2,3
attic 38:16	B	bathroom 37:17,19	137:8 146:2	154:5,8,12 155:16
attitude 119:17	B3 111:8,9	battle 79:17	170:17 171:1	155:19 158:10,16
attitudes 118:17	back 4:16 11:9	BBC 95:14	177:25	160:19 162:2,13
audited 101:23	18:21 20:4 37:1	bearing 82:8	beyond 78:13	162:15 163:23,25
auditing 104:2	45:8 46:1 51:3	129:12	Bible 4:23	164:7,8,13,14,18
174:3	60:4,22 71:10	bed 26:3,17 30:13	Richard 62:11,15	165:1,22 166:5,21
auditor 101:19,20	74:1,9,11 81:14	36:18,21	big 8:24 9:16 11:9	167:1,7,13,14,25
August 140:16	82:14 87:4 92:19	bedroom 22:10	13:20 25:22 26:10	168:1,2,25 169:9
Austria 24:12	108:4 116:21	bedtime 46:14	35:10,16,17 42:13	169:17 170:6,13
authoritarian	127:15,16 137:4	beginning 85:4	62:15 70:21 99:6	170:22 173:7
42:23	138:21 139:10	128:14 168:16	105:3	179:4
authorities 14:7	142:18 144:17	behalf 17:8 79:22	bigger 54:8	bishop's 113:12,21
52:25 83:13	163:4,22 164:1,3	behaviour 20:6	biggest 44:15	125:7 148:12
107:25 158:14	background	41:5	bill 83:15	155:16 160:4,6,10

bishops 96:1 102:20 109:4 125:9 155:22 166:23 173:20	bottle 14:25 bottom 4:16 5:6 65:1 73:7,8 86:5 111:18 137:11 141:22 162:1 175:8,17	48:19 145:7 bullet 162:10 bumped 37:2 65:6 bunch 35:13 bundle 2:2 18:9 71:16 115:5 122:19 123:15 127:12,13,15 136:18	candidate 145:19 canon 159:17 162:16 164:8 car 20:3 34:6 135:10,17 card 99:11 cards 98:25 care 123:25 130:11 130:14,19 cared 66:8 67:3 78:16 career 16:18,19 careful 39:19 138:5 174:7 carry 16:17,18 carrying 117:22 cars 108:13 case 16:1 19:11 22:22 32:21 44:3 47:21 49:21 51:20 51:24 53:6,18 54:19,20,22 55:1 55:2,3,5,6,7 61:23 61:24 62:8 63:1,4 65:16 67:12 72:20 81:5 84:10 88:24 89:19 90:15 94:5 94:6 100:8 101:11 105:18 112:9 116:20 127:9,11 127:18,19 128:24 131:19 133:16 137:9 139:19,25 140:4 143:15 146:7 148:17 159:13 163:22 165:9 166:18 167:18 175:24	127:5,7,22 137:1 145:10,11 146:15 146:19,19,22 147:6,8,14,19,24 150:8 154:23 159:9 160:1,2 169:19 170:9,11 170:12 173:16 casework 116:24 166:21,22 cast 34:17 casual 72:3 casually 4:17 37:9 casualty 176:25 catch 117:17 Catholic 38:14,15 115:23 116:3 121:12,13 146:3 146:18 caught 166:24 cause 93:9 105:15 162:7 caused 28:17 178:11 CD-ROM 136:5 CD-ROMs 135:9 celebrate 26:12 cemetery 21:2 central 26:14 46:2 centre 171:24 certain 23:3,4 41:21,21 96:1 97:5,5 certainly 10:25 49:19 71:16 76:10 117:6 119:4 126:16,19 143:11 143:21 144:15 154:19 158:22 165:19 166:3 167:11,25 169:16 172:19,24 173:12 173:18,20,22 175:1 cetera 66:1,1
bishops' 79:3 124:6 143:17 155:24 172:3 173:24	bought 22:7 29:5 44:23 box 1:7 boy 41:23 boys 24:17 26:1,4 26:22 33:21 38:11 38:19,21 59:15	burglar 77:11 burglary 77:11 bus 8:12 Butler 102:12 Butler-Sloss 87:21 89:1,4,6,24 90:5 92:20 93:2,10,18 93:25 94:11,18 95:6,18 99:10 107:3	case-by-case 103:4 cases 69:19 78:17 80:20,22,24 81:1 81:12,16 82:13 83:9,16,20 88:9 94:3 107:2 117:17 120:1 121:19	
bit 3:12 20:1 34:19 35:18 46:8 48:11 52:11 72:21,21 79:9,10 80:11 93:3 96:22 97:18 111:23 116:22 121:5,6 124:21 132:9 147:8 149:9 155:2,6	break 1:22,23 13:19 17:14,17,18 17:21 18:24,24 19:8 45:4,10 133:21,23 134:1,4 breakdown 12:17 89:21 101:12 106:15	Butler-Sloss's 113:5 buy 28:1		
bits 89:2	break 1:22,23 13:19 17:14,17,18 17:21 18:24,24 19:8 45:4,10 133:21,23 134:1,4	<hr/> C <hr/>		
black 36:24 39:3	breasts 5:4 brief 37:14,15 64:7 briefly 111:15,22 113:6 116:13 122:12,21	call 1:12 19:23 39:13 45:14 58:1 58:19 106:15 132:1,3,16 134:14 157:20 170:5		
Blackburn 73:22 141:23	breakdown 12:17 89:21 101:12 106:15	called 26:13 34:16 35:24 38:14,17 39:11 46:21 59:9 61:1 69:1 80:21 83:21,24 88:11 102:8 121:23 134:4		
blanked 52:12	briefly 111:15,22 113:6 116:13 122:12,21	camp 6:11 10:2,5 26:3 40:7,10,12 40:14		
blazer 28:19	breakdown 12:17 89:21 101:12 106:15	campaign 9:16 Campbell 95:14 camping 29:22 31:2		
blemished 160:23	breasts 5:4 brief 37:14,15 64:7 briefly 111:15,22 113:6 116:13 122:12,21			
blighted 109:17	bring 16:1 77:12,15 129:24 146:8			
blog 131:23 132:2 132:10,13,14	bringing 171:22 broad 158:1 broke 6:18 90:24			
blood 58:5	brother 5:9,18 51:2 51:20 52:6,10,14 52:20 54:9 79:12 79:20			
blue 76:4 124:20,22 125:20,21 126:3 126:21 127:2,8 148:11,13 161:10 161:11 169:3 170:4 178:17,19	brothers 23:22 brought 2:23 15:20 18:13 62:15 76:16 101:10 120:8			
board 5:12 146:10 156:8 172:6	budget 105:23 143:8,11,12,14			
bodies 103:25	build 127:9			
body 23:3 41:19,20 41:25 101:18,22 101:23 103:12,24	building 29:14			
book 22:20 29:7				
books 22:2,4,7,8,17 22:25 23:1 28:1 29:2				
borderline 44:8				
bothers 37:21 38:2				

chair 1:3,5 5:16,19 8:15 9:1 13:22,25 15:13 17:4,8,13 17:16 19:9 45:3,5 86:6,8 88:6 91:5 95:1 110:22,23 114:8,11 115:7 118:18 122:19 123:14 127:13 133:20,23 134:3 136:17 141:15 157:10 159:8,16 172:9,12,21 173:4 173:14,25 174:4 178:14 179:13,18 179:21	173:25 checked 84:14 134:15 142:6 148:15,20,22 checklist 99:2 Chichester 15:12 60:3 78:12 81:2,6 84:3 96:1 99:24 100:10 107:8 112:5 113:7,12 114:24 115:16 122:15 145:14 171:17 child 2:6 9:22,24 23:23 31:17 39:23 46:20,22 47:17,24 70:19 115:21,24 116:17 119:6,8 122:25 123:3 124:11 155:4 156:1,16 158:6 childhood 45:17 50:12 92:6,15 children 3:2 12:4 23:9 24:24,24 46:12,13 70:22,22 109:14 119:12 121:23,24 122:23 123:1 128:18 129:8 130:18,22 162:17 171:24 children's 123:22 172:6 Chinese 35:16,17 36:14,24 choice 27:10 40:23 82:17 152:13 choice?' 44:22 choir 2:25 3:5 4:11 4:22 6:13 20:9,12 choristers 30:1 chose 173:4 Christchurch 128:15 Christmas 34:5,24	chronology 51:21 87:2 121:21 127:24 133:8 church 3:1,2,23 4:10,22 6:7,16,18 6:22 15:21 16:9 16:10 20:19,20 29:20 30:2,17 33:15 34:15 35:15 39:7 49:18,22,25 50:3 54:1,17 55:12 64:2,3 68:14 71:21 81:4 81:23 82:1,10 83:11,15 85:13,22 85:24 87:19 90:21 92:1 93:5 96:22 98:11,12,16,19 99:4 100:21 101:2 101:3,5,15,16 102:4,12,20,22 104:8,10 105:11 105:24 107:21 108:3,5,23 110:2 115:23 116:3 117:25 118:8,10 121:7,12,13,17,24 128:15 130:13 145:7 146:3,18 156:19 157:8,12 171:17 174:25 church's 56:15 70:9 91:12 108:7 112:7 152:21 CID 46:1 cigarettes 36:3,4 43:11 Cinzano 35:24 cipher 19:3 56:2 57:7 ciphers 132:11 circle 41:6 circles 42:14 circulating 75:12 circumstances 66:7	84:9 85:18 94:5 105:12 139:5 circumstantial 49:9 54:8 civil 93:11 claim 79:23,24 80:14,15 90:13,18 91:8,11 92:4,4,5 112:4 176:1,25 claimed 42:17 claims 72:2 clarify 116:12 148:3 149:5 175:16 class 4:23 28:12 155:5 classic 44:7 classical 23:5 30:6 30:9 Classics 30:9 clean 83:15 cleaned 37:18 clear 55:9 71:20 87:24 89:9 90:24 93:21 94:19 103:21 120:11 124:18 140:2 143:14 148:13,23 152:4 155:10,11 158:20,25 172:6 177:10 clearly 76:2 96:11 120:18 137:17,20 137:22 152:8,10 154:7 169:11 171:1,20 179:4 clergy 25:15,16 33:10 76:4 81:14 81:22 108:24 116:7 118:6,14 119:10,17 120:4 120:18 121:2 125:2,3 143:24,24 157:18 166:22 172:15,21	clergy's 125:15 173:14 clinical 80:9 Clive 170:7,18 176:9 close 12:1 91:12 92:17 112:6 closed 9:12 54:3 162:23 closely 93:4 94:18 clothes 5:7 36:22 37:3,5,18 40:19 clothing 23:3 25:7 coincidence 76:1 cold 11:4 58:6 Coles 56:11 Colin 31:2 32:25 33:5,6,25 34:9 35:3,5,22 36:19 50:21 57:17 58:5 60:8 68:6 72:20 85:20 95:14 127:11,14,25 128:5 129:10,20 131:4,6 133:11,12 133:16 139:9 147:24 149:12 150:11 167:14,16 167:17 168:20 176:22 collaboratively 154:16 collapsing 43:24 44:3 colleague 81:9 97:3 114:13 colleagues 42:11 college 11:18 52:8 colluded 57:23 come 4:8 8:9 14:8 16:6 44:1 46:1 47:2 52:24,25 56:4,21,22 57:12 69:18 71:9 72:22 74:1,5,9,20 76:7
--	---	---	---	---

77:12,24 94:14 105:14 106:25 109:21 110:1 116:10,21 117:23 119:9 124:19 135:24 136:1 138:7,11,18 160:7 172:1 176:2 comes 35:5 147:7 coming 1:15 17:7,9 64:20 103:8 129:16 158:13 comment 56:17 119:24 122:6 152:24 commented 124:16 comments 166:12 commissioned 3:10 80:19 89:3 145:11 commitment 119:16 common 42:2 122:22 communicated 63:21 communication 89:22 137:15,17 169:11 community 21:17 company 175:22 compare 108:12 compared 59:23 comparison 58:15 compartment 25:25 26:2,4 compartmentalise 104:6 compatriots 28:6 compelled 67:25 compensation 90:19 compiling 30:23 94:18 complain 105:14 150:9	complainant 57:7 57:16 complainants 139:19,24 140:2 complained 53:9 complaining 151:23 complaint 49:22 60:19,23,24,24 77:10 151:25 complaints 15:24 77:17,18 151:22 complete 12:16 85:3,3 89:21 101:12 completed 94:14 completely 6:22 28:14,22 36:19 46:17 53:24 70:20 70:23 170:4 complex 98:14 complicated 79:11 98:13 99:6 108:4 complication 90:12 complicit 32:17 complicity 32:8 comply 130:21 162:22 compulsion 109:8 computer 135:11 136:4 concept 41:25 99:20,21 100:20 102:11 103:1 concern 93:9 133:2 133:8,10,17 137:24 152:1,12 153:2 162:7,14 170:10 172:16 177:18,21 concerned 16:20 53:5,8 72:14,16 93:5 94:11 95:19 120:19,21 133:5 134:10 140:1	150:10 153:21 154:1 159:1,3 164:3 173:14 concerning 178:18 concerns 80:24 92:22,25 118:15 119:21 120:17,21 123:21 136:16,21 136:22 140:11 151:4 153:18,20 153:24 154:21 155:10 168:21 169:24 170:21 conclude 164:11 concluded 83:8 conclusion 93:17 150:16 179:14,15 conclusions 94:15 94:22 condition 44:19 conditioning 44:11 44:13 conditions 43:23 130:21 conducting 93:2 confidence 84:16 165:19 168:13 confident 170:23 confidential 88:10 88:20 94:3 127:18 131:19 161:12 confirm 3:19 27:1 114:21 139:23 confirmation 4:11 4:22 confirmed 52:5,13 54:21 134:17 conflict 93:6 101:10 103:18 conflicts 103:15 confuse 134:20 confused 132:9 149:10 confusion 142:23 connected 93:5	connection 57:20 consensual 31:22 consent 104:24 consequence 153:13 consequently 40:18 95:18 consider 152:10 158:18 162:23 163:1 165:15 consideration 138:5 considered 3:9 92:13,14 94:25 162:4 considering 151:16 consistent 155:21 conspiring 59:14 133:13 constant 33:18 79:17 constantly 33:15 36:1 constitute 60:23 constructively 90:23 consultation 21:8 105:25 158:9 consulted 97:22 161:17,18 consulting 177:16 contact 2:23 14:5 25:6,13,14 26:19 33:12 49:18,25 55:16 58:8,19 70:5,13 78:12 82:1,10 84:24 85:21 97:11 99:18 109:21 119:10 121:14,16,20 128:18 129:8 130:22 139:18 140:11,24 156:6 167:12,17 169:22 175:5	contactable 58:22 contacted 12:23 57:25 119:8 130:5 131:22 134:22 137:2 148:2 160:4 164:18 contacting 65:10 134:17 contacts 71:22 72:7 79:17 81:25 contained 95:13 162:4 containing 148:14 contemporaneous 62:18,22 84:20 contemporary 123:21 content 49:1 113:25 contents 16:3 context 49:4,10,11 52:15 127:11 137:14,18 continually 107:21 144:6 continue 92:12 156:6 continued 35:4 continuing 121:3 continuously 31:7 contrast 4:18 39:4 58:13 59:2 contribute 155:13 contributed 29:9 control 29:16 36:6 61:1,17 convenient 133:20 179:17 conversation 6:14 33:22,23 67:10,15 67:20,22,22,25 72:24 73:5,20 86:11,17,19 129:19 130:8 142:10,14 153:3
--	--	--	--	--

158:3 160:10 168:5 175:25 176:24 177:5 conversations 60:2 73:25 74:10 84:7 110:9 149:25 153:4 166:8 176:12 177:11,12 convicted 39:23 76:20 106:17 conviction 59:25 60:7 67:11 68:6 70:2,19 71:1,12 72:8,10 74:11 75:19 76:3,3,7 77:16,24 78:4 85:18 87:13 90:20 141:9 142:11,15 142:18,21,25 143:1 148:14,15 178:18,20 179:10 convinced 53:18 54:4 cooked 155:16 cooperate 90:10 cooperated 141:20 cooperation 72:15 141:20 COPCA 121:14 cope 11:2 12:20 copied 137:16 175:9 copies 18:8,16 84:20 164:5 copy 61:4 88:13 95:7,8 113:2 122:20 136:18 141:16 149:24 153:6,7 161:9,12 163:25 169:3 176:13 cordial 154:18 166:4,9 correct 95:17 112:8 114:25 120:23	125:25 129:5 139:15 149:14 156:3 160:25 167:9 171:10 correcting 134:6 correctly 60:21 81:17 83:10 119:7 correspondence 61:10 65:21,23 67:8 89:10 91:18 93:22 95:6 125:12 125:15 132:19 133:2 137:18 138:23 139:1 140:15 143:11 166:8 171:8 175:21 corresponding 140:25 corroborate 51:11 corroborated 51:21 corroboration 51:10 cost 29:3,4 30:11 107:17 cost-effective 105:21 costs 176:17 costume 40:19 costumes 41:2 Cotcher 59:9 Cotton 19:14,18,20 20:8 21:9,15,22 24:15 25:21 26:3 26:17,23 27:6,12 28:23 30:5 31:1,1 31:6 32:2,22 33:10 34:5 35:3 35:12 36:2,9 37:17 38:10 39:10 39:13 40:8,13,25 41:8 49:2,6 50:21 51:13,14 52:6 53:6,19 54:13 55:23 56:8 57:19	59:15 65:6 66:6 67:3,11 70:2 75:18,18 84:6 85:19 106:10,16 127:11 128:3 131:8,20,24 133:13,14 134:24 135:8 136:10 141:8,23 142:4 147:24 149:1,12 150:11 154:23 165:8 167:13 174:18 175:24 176:22 178:18 Cotton's 20:17 21:3 24:3 34:15 39:7 50:23 56:19 75:22 76:4 168:20 Cotton/Pritchard 150:21 council 21:12 23:21 28:9,21 35:17 115:21 124:6 145:12 155:24 173:24 counselling 14:12 14:13,15 52:23 78:19,22 80:16 102:18 104:1 134:11 135:7 140:21 143:3,7,9 143:11,17 144:2,4 144:9,11,24 145:5 145:9 164:20 175:3,12,23 176:16 count 109:23 countersigned 160:20 County 115:20 couple 1:16 12:13 24:18 30:4 31:1 96:7 110:6 148:3 160:8 174:5 course 7:21 10:18	20:25 28:16,20 32:15 33:13 35:2 47:12 50:9 53:22 80:4 106:16 117:8 139:17 179:5 courses 117:7 court 4:5,6 8:4,5,8 8:13 9:9 10:19 13:5 16:1 18:3 59:20,22 77:8 139:25 140:4 159:22 covenant 130:10,14 130:19 cover 92:7 covered 106:11 107:1 173:2 covert 86:16 87:11 covertly 86:21 CPS 44:2 50:16 51:7,17 53:17 54:19 56:17 59:9 59:18 crash 108:15,15,16 108:17,19 crazy 107:7 CRB 117:24 160:12 160:13,20 167:23 created 157:11 166:23 creates 31:24 43:13 crematorium 21:2 criminal 77:13 108:23 162:22 criteria 44:8 criticise 101:8 criticism 105:19 cropped 119:11 120:15 cropping 169:25 cross 89:18 crossword 37:9,10 crux 156:23 cubed 23:21 culminating 12:18	cultural 108:10 culture 85:13 96:18 171:22 cupboards 37:11 current 66:6 96:20 122:8 123:6 131:16 151:15 178:6 currently 96:20 99:17 cusps 38:22 cut 116:22 CV 84:15 <hr/> D <hr/> D 180:1 D-shape 8:24 dad 2:7 6:19 9:3,14 9:18 27:15 damages 91:11 112:5 damaging 32:20 Dame 93:2,10 94:18 95:6,18 107:4 date 49:2,14 86:24 dated 86:15 111:19 115:5 133:17 136:20 137:15 dates 51:11 53:15 85:6 139:14 David 128:23 129:18,19 134:16 day 37:21 43:12 58:17 62:3 117:16 130:4 173:2 day-to-day 99:18 125:14 daybook-cum-di... 126:20 days 11:25 19:23 68:1 70:4 117:14 117:15,21 130:1 160:8,9 DC 129:6
---	---	--	---	--

<p>DCI 61:21 deacons 166:23 dead 81:19,20 82:3 deal 26:10 42:20 73:16 84:25 89:15 100:3,8 105:3 107:16 135:21 dealing 16:20 76:19 88:7 123:24 126:17,22 dealings 174:9 dealt 32:3 63:2 81:16,18 83:10 104:19 111:14 117:18 122:8 123:5 157:21 dean 73:22 Dear 162:2,14 death 117:19 155:7 deceased 128:3 December 82:20 115:2 132:15,19 133:4 137:16 162:2 decent 77:13 78:16 decided 44:2 51:8 75:21 81:19 128:22 129:15 deciding 61:20 decision 56:18 97:9 121:4 139:6 153:18 161:23 164:24 Decize 38:14 declaration 161:13 deemed 10:14 deep 15:19 44:18 deeply 34:2 45:2 73:18 defamation 113:24 defamatory 114:4 default 168:23 defence 9:3,17 definitely 143:1 166:20</p>	<p>Del 157:3 158:4 166:20 170:8 177:15 delay 130:5 156:12 delegate 153:19 delegated 148:6,17 153:14 154:10 delegation 154:7 deliberate 38:9 152:13 delivered 82:15 124:12 delve 121:6 demand 105:7,7 119:4 demonstrated 24:4 denied 51:14,14 department 61:13 depended 118:12 derived 173:16 describe 20:23 33:1 58:13 96:22 98:14 99:19 146:4 164:14 described 40:10 71:24,25 90:4 140:7 description 15:8 deserve 82:4 desire 91:14 112:18 desk 45:24 72:1,5 86:23 desperately 26:24 31:19,20 destroy 50:4 61:23 destroyed 57:5 62:16 detail 19:13,17 64:11 91:4 103:1 115:12 116:22 117:20 121:6 131:10,11 147:5 165:4 detailed 18:15 37:23 49:21 53:23</p>	<p>54:12 64:7,9 71:24 75:17 114:9 162:10 details 1:18 6:14 48:15 49:5 137:25 detective 61:12 detectives 46:1,9 devastated 52:2,15 52:21 devastating 43:3 develop 24:10 developed 20:24 22:14 23:7,7 26:19 Developing 116:7 development 98:21 116:19 developments 68:4 diagnosed 43:25 dialogue 92:11 diarrhoea 26:15 diary 64:9 dictaphone 68:3,3 died 135:17 difference 3:12 9:21,25 44:23 109:19 168:11 different 13:18 44:22 53:12 66:13 71:2 72:21 76:18 77:21 86:25 99:23 99:23 126:12 156:20,20 169:25 differentiation 103:22 differently 16:9,21 77:19 126:20 159:6 166:22 difficult 9:20 11:2 12:10 13:16 14:3 31:12 42:19,20 66:1 99:7 106:13 126:16 143:8 152:11 153:22 156:17 159:4</p>	<p>165:23,24 167:3 168:5 169:22 difficulties 31:25 79:14,14 105:16 144:24,25 166:19 difficulty 43:12 113:9 178:8 Dilloway 170:7,18 176:9 dinner 155:17 diocesan 64:16 66:18 67:23 78:3 98:17 99:15 100:23,25 101:6 104:2 114:23 115:24 116:9,14 116:15,16,19 117:25 118:22 121:10,25 122:9 123:3 124:7,19 125:9 135:15 140:14 141:5 143:13 144:8 148:16 149:6,18 154:24 156:16,24 157:2,25 158:4,7 158:10,15,20,21 161:17 163:4,8 165:25 166:13,15 166:19 169:9 170:8 173:19,24 174:13 175:6 176:23 diocese 60:2 63:19 63:22 68:18 74:25 75:15 78:11,18 79:23 80:18 81:2 81:5,6 83:19 89:10,11,23 90:13 91:23 92:7,16 95:25 96:19 99:24 100:10,12 101:1,7 101:9,9 107:8 112:5 113:6,10 114:24 115:16,24</p>	<p>116:17 117:5 118:6,6,18 119:25 120:6,13 122:14 123:9 124:4,8,12 125:1,4,10 126:13 128:6 134:11 138:12,13 139:19 140:5 144:7,24 145:4,13 148:5 149:11,17,20,23 150:16 151:19 152:3,8,10,12 154:9 155:14 157:6,20 159:11 159:18 163:9,13 164:13,16 165:7 165:16,25 168:13 168:17 169:1,5 171:16,23 172:25 174:10 176:15 177:16 178:9 diocese's 91:16 dioceses 99:22,23 100:16,18 direct 32:24 58:19 78:9 121:13 169:21 directed 53:3 168:25 direction 61:17 directly 29:9 39:14 40:5 63:22 71:23 95:6 100:8 132:15 138:11 141:6 149:14 158:8 159:1 168:25 disagreements 156:24 disagrees 100:22 disbanded 156:1 discern 136:12 disciplined 109:6 disclosed 45:15 56:6 70:1,15 75:19 87:13</p>
---	--	---	---	--

113:17 177:22 179:3 disclosure 91:17 100:17 112:24 123:17 160:12,13 160:23 161:9,10 162:5 167:23 179:8 disclosures 117:24 discretionary 79:3 143:18,23 164:22 discuss 4:7 20:21 110:12,14,18 119:11 137:14 146:10 170:6 discussed 56:9 88:16 121:1 170:21,23 discussing 142:24 discussion 49:21 73:2 88:18 128:23 146:11 148:4 151:18 155:17 158:9 165:11,15 170:16 173:15 discussions 60:1 91:20 122:4 123:23 129:6 152:2 153:1 154:18 176:7,9 dismissed 15:24 dismissive 16:15 disorder 44:9,9 dispute 113:19 142:23 disputes 165:5,7,18 dissociating 32:6 distance 28:16 distant 28:15 distressing 65:25 district 20:18 divided 10:2 doctor 43:14 document 30:25 31:5 86:15 87:3	111:10,19 112:25 113:3,4 130:9 131:18 147:10 161:24 174:16 176:22 178:4 documentation 86:10 documented 49:5 documents 2:3 18:12 98:9 106:20 111:4 121:21 174:15 178:6 doing 6:3 20:14 37:9 76:15 136:7 145:6 domain 94:10 domestic 100:5,6 dominated 107:14 door 7:5,7 26:2 37:1 doors 6:10 dots 56:25 double-check 136:7 draft 98:22 137:3 174:21 drafted 122:16 123:18 drafting 98:2 140:8 174:22 drawings 23:5 drawn 126:1 127:3 176:13 dressed 37:18 drew 144:4 drink 11:25 36:7 drinking 36:2,11 36:14 drinks 36:15 driven 35:12 driveway 72:4,6 drop 21:6 160:6 dropped 50:19 53:6 53:17 54:19 59:16 72:17	drove 52:4 drunk 37:4 DSAs 104:2 due 119:20 120:16 duties 172:22 duty 173:5 <hr/> E <hr/> E 180:1 earlier 25:7 58:16 68:24 69:19 97:24 106:13,24,25 123:14 141:18,21 151:17 earliest 150:15 early 27:17 49:19 61:23 78:23 141:5 easier 12:15 27:18 Eastbourne 34:6,7 46:2,21 47:5 56:8 57:18 109:21 Easter 48:8 easy 13:12 14:12,15 15:1 143:6 Ecclesiastical 80:1 174:20 educate 22:5 educated 21:17 education 11:6,7,8 11:13,15 22:1 28:3 educational 22:18 effect 19:18 32:18 103:25 167:8 170:24 effective 110:3 effectively 51:15 151:17 173:2 EIG 80:13 either 15:16 30:1 79:19 117:24 elderly 21:3 elements 104:22 Elizabeth 89:1,4,24 90:5 92:20 93:18	94:11 email 64:14,24 82:19 94:24 136:19 137:11 150:4 161:25 162:12,12,16 163:10 164:6,19 166:7 174:20 175:9 emailed 136:20 emails 141:2,4 144:7 154:19 164:6 166:9 emanated 99:13 embroidered 36:25 emergency 99:7 emotional 12:9,11 173:1 emotionally 12:8 26:16 44:9 emphasis 62:12 emphasise 125:19 employ 100:24 employed 101:2,7 139:15 employee 116:10 124:19 employer 101:10 encouraged 123:10 ended 12:4 41:8 44:4 67:10 energy 77:20 engage 11:11 90:21 engaged 67:7 England 2:15 15:21 83:11 93:5 enjoyed 40:7 enlightened 13:11 enquiries 56:5 enquiry 76:25 ensure 126:13 166:7 ensured 148:20 entered 65:23 77:7 entire 67:19	entirely 77:19,21 81:17 104:19 154:11 162:14 167:14 176:14 envisage 97:16 103:3,12 envisaged 102:14 163:7 equipment 29:4 erection 5:24 33:17 erectations 33:19 Eric 149:6,8 errors 95:3,9,13,15 95:24 escalated 172:17 especially 33:19 55:3 essence 163:4 essentially 52:8 59:13 69:14 81:12 92:1 93:25 96:14 100:25 130:16 155:14 establish 119:23 established 83:4 96:16 126:11 159:25 establishment 154:24 estate 21:12 23:15 28:10,18,22 35:17 estimated 117:3,9 et 66:1,1 Europe 24:19 29:23 evaluate 146:9 EVANS 178:15,21 179:2,12 Eve 35:8,9 evening 33:2 evenings 36:9 event 18:25 94:9 122:24 events 1:19 16:5 89:8
--	---	--	--	--

eventually 5:4 9:9 36:22 41:15 48:4 48:22 52:13,23 59:3 60:18 61:21 71:4 82:14 83:8 85:2 96:8 106:10 113:14 139:2 140:9	exclude 81:19 excluded 151:17 excluding 173:15 exclusion 153:2 excuse 27:24 34:25 93:12 excuses 6:17 60:14 94:8 exercise 152:18 exhibit 86:14 111:10 177:21 exist 60:13 62:2 existed 41:25 expect 38:2 151:8 expected 173:19 expensive 21:24 30:6 79:15 experience 35:21 58:14,15 82:9,11 103:4 107:5,7,11 120:3,9,10 145:20 157:11 163:13 171:18 experienced 118:21 experiences 109:19 expertise 107:12 173:17 explain 30:14 88:15 121:3 124:9 130:14 133:4 135:10 136:21 explained 51:13,23 59:11 60:10 84:7 94:1 106:13 139:3 141:18 143:22 explaining 142:4 explains 141:19 explanation 51:24 52:1 137:7 explanations 63:11 explicitly 50:6 explore 115:13 127:10 express 15:19 expressed 129:10	153:18 expressing 133:1 expressly 50:5 extended 20:6 extensive 93:11 145:7 extent 19:13 54:18 96:2 97:5 121:8 156:24 160:15 external 101:18,19 101:23 102:2 157:19 158:14 extra 3:7 117:16 158:5 extremely 18:15	failure 151:24 failures 109:3,4 fair 105:19 fairly 21:3 25:23 26:5 30:22 42:25 43:1 49:19 54:12 75:17 78:23 85:12 fairness 149:2 163:18 166:13 171:6 faith 68:16 fallen 155:5 familiar 56:11 65:4 137:19 141:14 172:21 family 9:13,18 20:7 20:12 52:18 107:17 far 8:3 16:20 19:16 30:17 46:24 67:6 72:14 94:11 95:9 114:1 130:23 132:8 134:10 136:12 142:23 151:16 167:6 168:9 fat 31:23 father 6:1 10:25 fault 5:15 fear 145:2 featured 131:16 February 115:6 131:22 132:1,17 174:19 fed 21:22 36:1 feed 6:25 10:17 13:19 19:8 104:21 feedback 151:8 feel 4:17 7:20 8:18 9:7 10:17 16:2 43:15 52:1 59:6 67:21,25 97:6 107:12,21 138:14 139:3 151:14 166:24 168:16	feeling 37:7 46:16 feelings 63:25 feet 23:21 25:24 fell 52:17 felt 8:19 32:16 52:14,19,20 53:24 68:7 89:18 92:17 94:20 96:16 110:15 120:9,16 129:15 139:23 144:13 149:18 152:3,4 154:20 155:13 158:5 159:5 166:20,21 168:2 169:1,11,13 170:17 172:18 female 47:1,13,16 47:21 Ferrari 72:1 field 145:20 fight 23:14 file 54:20,22 55:1,6 56:18 57:4,5 60:9 60:12 61:20,24,24 62:6,12,16 63:3 65:13 74:24,25 75:5,7 76:4,5 87:4 124:22,23 125:20 125:21,22 126:3,4 126:5,17,21 127:8 138:17 148:11,13 148:20,22 160:11 161:10,11,16 163:23 169:3 178:17,19,23,25 179:4,6,10 filed 56:24 files 50:15 56:16 75:11 81:14 83:2 118:9 124:20 125:3,11,17,23 126:7,12,18 127:2 127:6,19 132:8,21 160:8 films 39:3
		F		
		face 67:4 177:12 facilities 48:21 fact 3:8 7:3 9:21 20:21 21:22 29:23 35:7 41:7 51:12 57:4 64:1 67:11 67:15 70:25 92:3 95:4,9,15,24 100:23 102:5 110:12,17 117:2 130:3 132:6,14 133:2 141:6 143:16,25 144:4 147:1,16 154:1 164:17 173:11 176:12 178:3 factor 3:8 108:5 factors 168:16 factual 94:24 165:5 165:7,18 factually 96:4 failed 52:20 53:25 69:21 107:21,22 107:24 113:7 154:19 failing 77:23 failings 90:16 169:8,9,11		

final 112:22 164:24 173:25 176:5 177:18	164:13 174:15,17 179:19	formally 91:10 112:3 164:6	114:6 174:5,13 175:1,4,8,15,17 175:19,21 176:6 176:18,21 177:2,4 177:8,17 178:12	175:11,23 funerals 21:4,5 furious 83:16 furniture 98:15 further 14:6 66:9 67:8 84:4 134:7 147:23 153:12 161:22 162:22 169:2,21
finally 110:16 162:24	firstly 1:17 63:2 66:16 80:19 81:1 87:1 131:20	formative 45:1 formed 124:11 former 156:16	free 18:23 42:5,7 freelancer 42:18 frequently 4:25 118:9 154:17,19	future 91:18
financial 144:25 176:17	fishing 69:6,15,16 five 17:16 25:25 62:9 106:6 162:10	formulate 156:4 forth 125:16 172:20	friend 39:13 167:25 168:1 friendly 166:4	<hr/> G <hr/>
financially 28:2 29:9	flags 26:12 flitted 11:16 flush 55:15,17 focus 146:21	forthcoming 162:9 fortnight 118:11 fortunate 76:1 forward 14:8 17:9 45:18 51:24 54:23 55:7 56:4,20,22 57:12 69:18 90:6 106:22 143:2 145:9	friends 25:17 29:14 39:11 42:14 friendships 42:11 frightening 33:2 front 2:2 18:10 20:3 40:20 45:23 114:19 160:12	G12 123:17 gain 103:3 general 97:7 121:5 164:12 generally 5:7 22:10 22:10 43:20 164:22
find 13:9 36:23 42:19,19 52:22 60:17 62:2,4 65:25 78:5 117:20 127:13 145:5 151:1 166:12	follow 127:24 160:17 166:9 follow-up 69:25 followed 163:9 174:20 following 60:7 76:12 83:19 91:24 106:14 117:18 120:22 128:23 129:6 133:17 135:10 140:4 148:13 155:6 156:2 176:6	forwarded 138:22 foster 23:23 found 9:9 11:1 12:14 37:17,18 53:15,16 55:16 60:8,13 67:10 70:3 76:11 77:9 85:10 93:4 115:10 119:17	frozen 41:24 frustrated 65:11 168:4 frustration 53:17 full 18:2,4 59:18 96:2 150:21,24 152:25 160:15 168:18	generated 98:4 genital 25:6 geographic 13:24 geometry 29:6 Germany 24:13 getting 23:17 28:24 48:5 94:9 149:9 ghost 137:3 139:3 Gibbs' 107:4 Gibson 160:4 166:5 Giffin 102:8 gifts 21:24 27:23 gin 35:24,25 girls 4:4 6:4 13:5 24:18,18 31:21
finding 12:10 findings 88:19 94:14 150:2 151:2 151:5 165:6,11,17 178:7,9	follows 112:15 135:13 footing 96:17 143:20,22 144:3 155:20,21 force 96:18 forced 40:20 42:12 Ford 24:15 foreign 30:25 33:6 33:14 49:5 70:23 forgive 116:11 form 15:16 41:13 43:5 64:9 109:10 146:11 161:13	four 25:25 87:11 116:18,22 117:15 117:21 170:9,11 fourth 48:1 87:19 116:23 128:13 152:9 frame 25:22,23 framed 52:16 83:22 France 24:12 25:20 26:14 29:22 38:13 38:15,17 40:4 Francesca 157:3 158:4 166:20 170:8 177:15	full-on 23:2 26:19 fully 174:1 fun 42:6 function 119:3 functioning 155:4 155:5 fund 79:4 80:2,2,5 103:5 105:7,9 143:18,23,23,25 145:4 164:22 175:12	given 19:3 20:1,2,4 34:12 45:13 48:14 49:11 51:10,25
finished 46:7 75:21 139:25	formal 46:23 48:12 49:22 118:1 139:20,22 143:20 143:21 155:20,21 157:4 174:3	Frank 86:8,9,14,22 87:8,23,25 111:2 111:7,8,10,14,17 111:21 112:2,13 112:15,21 113:2	fundamental 100:21 funded 102:21 144:10 funding 79:1,12,19 80:3 143:16,16 funds 79:2,2 80:13	
firmer 96:17				
first 1:6 6:3 7:2 12:5 13:21 15:23 19:20 24:9 25:1 33:4 45:16,18 48:6 52:5,16 63:21 64:7 87:12 112:21 113:4 115:5 116:9 118:16 122:14 124:19 127:12 128:9 129:13 132:2 133:7 135:1 140:24 150:9 155:3 158:11,15 159:13 160:2 163:7,18,19				

57:12 59:7,7 63:10 76:24 92:11 115:4,9 120:17,21 123:2 129:11 140:9 142:8 151:20 154:20 160:11 162:25 163:10 169:3 175:11,22 giving 8:22,23 17:9 21:19 35:23 46:7 46:11 83:15 110:11 119:18 171:3 glad 24:1 go 6:12,16 8:4 10:8 10:9 14:21 15:2 18:17,21 21:18 22:3,21 24:15,19 27:7,16,24 29:7 29:17 32:2 35:1 41:2 45:24 47:19 51:5,24 53:12,21 56:20 60:4 64:23 82:23 84:1 91:3 95:2 99:3 102:25 108:4 112:21 116:11 123:24 125:23 126:23 130:3,9 131:10 134:19 140:13 142:2 144:17 162:2,11 163:23 go-to 78:6 God 5:25 God's 121:23 goes 15:22 114:1 130:23 going 1:12 2:4 3:18 6:17 21:9 28:21 29:21 30:5,19,20 32:4 40:16,17 52:8 54:20 58:23 59:17 80:6 81:14 82:2 83:1 84:8	90:3,25 96:14 108:17 114:11,13 116:21 118:14 124:13,20 131:2 132:24 133:22 135:12 137:24 143:15 145:9 147:5 149:5 157:16 177:5,8 good 1:3,3,5,11 13:12 14:14 27:20 34:20,24 41:1 43:9 52:3 59:10 83:3 95:23 96:3,4 96:13 100:10,20 104:7 109:25 110:1,3 114:17 120:5 152:20 164:18 173:12 Googled 93:3 Gordon 2:18 3:23 4:5,10 15:20 147:11,15,16 159:14,17 160:3 160:11,24 161:13 162:21 Gosh 24:21 governmental 101:20 GP 15:2 grabbed 36:23 grabs 99:2 gradually 4:20 5:2 24:3 grammar 28:4,13 29:8 granted 19:3 grateful 23:19 48:17 162:15 178:12 great 19:17 43:21 50:24 84:25 91:4 107:17 113:9 135:21 Greece 30:7,8,21	Greenwood 103:9 grew 2:6 21:12 28:9 103:6 groom 19:24 groomed 19:19,20 grooming 19:23 20:6,7,7,22 21:23 44:12 49:12 ground 96:14 group 24:17 29:25 40:20 52:23 80:1 97:11 154:25 155:2,4 156:1,6,7 156:10,16,21,25 157:4,14,25 161:17,18,19 162:6 163:5,9,13 163:18,22 164:2 groups 52:23 grovelling 80:16 grow 103:3,5 105:6 105:15 growing 2:12 GTO 72:1 guess 47:7 guidance 121:9 guidelines 124:18 guilt 32:16 guilty 9:9 59:3,16 77:9 guns 8:14	62:21 67:19 handling 138:6 handover 129:9 141:10,11 hands 23:19 handwriting 134:6 hanging 6:9 36:25 happen 11:19 25:13 27:7 32:17 38:6 93:15 97:25 106:18 168:10 happened 1:20 7:3 8:6 9:10,13 12:25 13:4 16:7,24 22:9 25:22 36:15,17 37:3,20,23 38:1,3 40:11 41:20 44:18 46:23,25 52:9,14 53:14 54:13 57:15 64:1 65:10 71:9 80:8,14 85:1 90:15 92:7 109:1 123:11 137:6,7,10 138:15 145:3 159:3 161:8 168:19 169:1,4 170:17 171:5 happening 6:8,15 8:10,13 16:13 32:13 168:17 170:4 happily 84:12 happy 21:18 26:6 27:6 66:2 67:6 90:10 91:24 95:5 176:14 hard 104:8 122:20 136:18 141:16 145:5 154:16 166:25 hardest 31:12 hats 8:25 Hazell 40:1,2 54:16 head 31:24 61:3 108:18	headlines 116:25 headquarters 60:16 health 12:12 15:1 43:7,8 56:19 83:15 hear 47:9,10 75:12 94:21 114:11 heard 43:4 66:7 103:9 124:21 125:8 131:11 159:16 hearing 4:5,6 16:12 179:23 hearings 90:8 hearsay 54:5 hearts 171:21 heavily 11:25 103:7 157:13 held 99:25 109:5 126:19 helmet 108:16,19 helmets 108:15 help 1:14 2:25 14:7 16:8 43:19 58:7,8 64:2,7 70:9 85:6 86:9 87:1 95:13 97:4,4 107:11 109:19 116:13 127:24 135:10 140:20 146:11 156:12 161:23 174:15 helped 3:1 8:2 16:10 28:2 29:3,4 95:21 143:4 helpful 15:4 85:11 87:8,25 143:16 164:19 166:17 172:2 helpfully 136:3 141:18 helping 129:21 helps 128:14 135:1 157:17
		H		
		habit 36:20 Hailsham 46:21 48:19 hair 38:23 halfway 176:4 hand 4:15 5:5,5 84:3 103:20,21 handbook 98:19,21 handed 171:12 handled 60:20 162:18 handler 15:15		

heterosexual 31:16 31:20	horrendously 26:24	husband 14:24	11:5,21 12:12 43:6	inconsistency 99:22
hid 67:16	Hosgood 67:23	I	impacts 42:24 43:9 44:10,11	incorrect 96:4
high 39:3	68:11 69:4 70:1	Ian 160:4,5 166:5	impersonal 1:13	incorrectly 132:25
higher 5:25	70:24 71:8 74:3,4	idea 34:24 152:3,4	impetus 76:24	incredibly 11:2
highly 21:17,17 81:10	75:2,13 78:2,5	idea' 152:20	implementation 116:16	indecent 51:1
hilarious 40:24	79:18 81:8,9,25	identified 19:4 27:5 31:6 69:23 71:7	implemented 152:6 174:2	independence 29:12 146:14
Hind 89:3 90:2 92:2 113:21 118:7 126:19 128:11	82:20 86:12,20	86:19 88:9 135:7	implementing 116:4 119:6	independent 51:17 51:17 84:9,14
129:9 131:21	87:6,13,15,19	145:13,21 155:12	153:14	90:3,7 93:7 94:4
136:2 138:22	99:19 101:11	165:20	importance 172:25	100:4,6,24 102:15
141:10 142:12	114:12,15,17,21	identifies 15:18 57:15 77:11	important 3:8 10:15 104:22	103:17,20 157:5 157:10
145:17 146:23	115:11 134:3	identify 2:6 5:17 13:23 19:2,12,18	125:20 127:5	independently 93:8
147:2 148:7 149:3	145:10 172:12	31:15 39:12 51:4	170:14 171:20	indicate 15:14 62:18
154:8,12 164:7,8 165:22	173:9 179:13	71:14 92:22 127:8	imposed 44:25	indicated 80:23
Hind's 139:1	180:13	identifying 61:16 84:4 91:8 169:18	impression 50:1 151:21 153:9	indicating 9:4,6
hindered 165:7	hour 46:4	84:4 91:8 169:18	157:18 172:14	indication 160:16
hindsight 138:4	hours 78:14	IDSVAs 100:3	impressive 33:17	individual 80:21 131:22 132:2,24
hinted 54:13	house 5:9 23:21,25 23:25 35:11 38:18	ifs' 44:21	improved 42:3 171:18	134:4,9,13,21,22
historic 162:25	47:17 48:19 50:23	ignore 173:4	inaccuracies 94:25	135:5,25 136:9,16
historical 122:7,21 123:9,10,17 124:9	55:22 87:19,21	ignored 9:16	inadequate 65:19 82:7 164:21	individual's 125:21
history 155:12	90:5,8 92:1,21	II 81:14	inappropriate 33:24 126:2	individuals 60:2 63:18 75:13
hold 99:2 113:11	117:25 118:8,10	IICSA 107:5,11,12	inappropriately 5:3	156:23 159:12
holiday 25:2,20 30:21 34:5	139:14 145:7	Ikea 98:15	inasmuch 141:2	inevitable 32:9
holidays 6:9 23:24 34:25 51:12,15	147:18,21 155:22	ill 44:4 66:7 67:3	incident 5:8 168:7	inevitably 91:13 112:16
home 4:18 21:8 22:8 41:3 47:2	Hove 47:20 87:19 118:10	image 57:19 109:13	incidents 12:13 23:14 172:23	inexpensive 102:24
49:13 52:18 66:8	huge 10:2 12:19 28:16 30:5 32:15	images 38:25 39:2 39:6 40:2	include 147:10,11	inexplicable 166:12
67:4 69:5 118:3,4	37:24 41:11 52:18	imagine 43:3 68:2	included 116:4 156:14	influence 157:14
homework 93:4	52:19 62:11 68:7	immediately 22:16 41:22 46:7,14	including 5:3 119:21 159:23	influential 21:17
homosexual 31:17	82:2 85:9 98:12	93:3 113:8 130:5	165:25	inform 97:4 153:1 161:23
honest 165:11 170:16	103:5 105:22	130:7 136:1	incoming 158:4 166:19	informal 46:25 91:14 112:17
honestly 165:2	107:16 108:3	139:25 163:21	incompetent 68:16	155:15
honoured 16:18	hugely 59:1 65:11	immense 118:21 119:4		information 50:16 54:3 58:9 59:7
hope 115:5 134:20	hugging 4:23	impact 9:10,12 10:24 11:5,7,9,14		69:7,16 70:15
hopefully 97:4 178:15	humiliating 41:3	41:9,11 42:9 43:4		82:11 84:25 85:9
hopeless 43:17	humiliation 40:7 40:10	44:5 45:2 52:18		88:21 90:17 95:25
	hundreds 105:4 109:22	64:10 106:12		
	hurtful 166:2	107:16 119:22		
		impacted 10:25		

104:22 106:24	inquiry 1:15 56:12	internal 108:1	139:18 141:21	92:14 98:7 104:7
107:25 125:13,20	62:5,11 63:11	111:17 151:6	142:18 148:24	108:11,12,12
126:14,20 127:4,7	85:15 90:4 93:20	internally 159:6	150:17 151:7,9	118:15 119:11
127:8 128:19	107:6 109:14	interpretation 50:8	159:24 163:1	120:15 121:18
131:20 132:7	110:4 115:4	89:15	169:2	125:14 127:10
133:10,15 134:8	116:10 151:20	interrupted 19:1	investigations 63:6	137:4 146:8 148:8
136:3,13 141:6	inserted 123:19	intervening 53:16	71:5 77:25 82:9	152:11 158:6
142:5,5,19,20	inserting 124:3	interview 13:10	136:12 159:23	166:3,11 168:17
150:3,25 151:2	inside 5:6,12,22	14:17 46:10,10	invite 5:16 13:22	168:22,24 169:25
159:16 160:7,14	71:25	48:12,13,13,18	invited 10:9	170:7 171:4,25
160:17 161:2,11	inspector 61:12	58:25 87:5	involve 173:9	177:14
161:14,20,22	instance 175:12	interviewed 47:11	involved 6:20 14:8	issuing 79:23
162:4,5,6,9	instigated 65:5,10	63:9,12 82:12,24	40:6,17 54:15,16	it' 73:9
163:10,24 164:2	81:2,4	84:18	77:24 98:21 103:8	Italy 24:12
167:22 169:7	institution 45:16	interviewing 7:21	116:18 118:14	items 21:24 97:5
170:11 171:3	101:3,3	46:24	140:8 141:25	
173:8,10 177:25	institutional 92:16	interviews 48:22	156:25 170:19	J
178:1,19 179:1,3	109:11	58:24	172:21	jam 176:18
179:9	institutions 45:14	intimidated 8:19	involvement 148:1	Janet 126:19
informed 90:2	77:24 109:5,12	introduce 20:19	148:2 166:18	128:11,20 129:9
123:4 128:11	instructions 8:1	22:24 23:1 27:19	involving 25:6	129:15 131:15,21
168:21	91:11 98:15 112:4	introduced 32:23	54:13 55:3 166:22	136:2 141:10
inherit 135:21	insurance 80:1	32:25 43:10	IPCC 53:9 60:5,6,7	142:12
inherited 126:18	175:22	introduction 64:8	60:19,22,24 61:4	January 136:20
127:6	insurers 112:7,10	108:22	63:17	jealous 23:16
initial 66:20	174:11,20,23,25	investigate 48:10	ironing 5:11	Jo 97:3
initially 19:25 25:9	175:7,9,10 176:2	investigated 76:14	irrelevant 3:22	job 29:11,17 42:15
45:22 79:2 83:22	176:3,8,12,24	83:13 151:4,10	irritant 166:10	42:16 78:15 84:16
92:25 103:5	177:6,11	169:14	isolate 42:13	96:10
117:15 120:3	insurers' 112:23	investigating 13:3	isolated 28:22	jobs 42:14
145:17 160:18	intelligence 173:1	48:2,4 49:20	168:7	John 87:18 90:2
164:17	intelligent 11:17	58:17 63:8 76:10	issue 23:15 31:16	92:2 113:21 118:7
initiate 97:15	43:1	investigation 10:18	31:17 61:1,17,18	133:7,9 138:22
initiative 53:1,2	intending 18:17	12:23 13:1 30:24	62:16 79:16 80:18	140:12 143:15,22
injured 37:15	interaction 121:14	46:24 47:12 50:9	90:18 92:3,15,17	145:21 148:19
injury 108:18	interactions 70:7	50:14,15,18,21	105:11 126:22	149:3 150:1
inner 25:25	interest 10:11,12	54:1,2,6 56:24	134:17 137:21	153:14 154:8,12
innuendo 33:12	11:12,14 22:3	58:12 59:2 60:8	139:22 151:11	155:19 162:13
input 92:24 94:16	30:10 39:17 93:6	60:20 63:16 65:12	157:11 166:6,13	163:23 164:7,8,13
97:6,18,24 156:17	interested 22:25	69:19 72:17 75:20	166:24 167:19	164:14,18 165:1
INQ000986_080	38:11 46:6 85:17	76:8,13,17,19,25	issued 79:24 80:14	166:5,21
15:15	91:25 150:18	77:21 106:20	80:14 90:13 91:8	John's 155:16
INQ000986_081	interesting 65:3	107:1 124:2	142:7	Johnson 17:23 18:4
15:15	interests 39:12	128:10 129:13,14	issues 43:18,19	18:5 19:12 45:6,7
inquiries 107:5	interim 96:13	130:18 131:17	63:4,10 89:12,14	45:12 49:2 63:15

73:1 86:12,19 87:6,10 88:7 110:8,20,22 111:3 114:6,8 131:13,14 132:15 136:23 137:5,25 138:7 140:4,16,21,24 141:3,18 142:22 143:3 150:14,22 151:3 180:7 Johnson's 137:15 137:17 joined 20:8,12 56:25 128:6 joke 33:17 jokes 33:18 jokey 34:1 joking 23:25 Jonathan 166:14 166:16 Jones 87:17,18 91:5 131:3 144:7 153:15,22,25 154:10,15,17 157:2 166:6 170:5 170:17,25 171:6 175:9 177:15 journalist 95:14 Jubilee 26:8 judged 43:15 judges 8:25 judgmental 85:14 July 133:1,17 jumped 22:16 53:15 junior 28:11 Jupp 128:16 jurisdiction 13:18 97:1 justice 82:5 106:24 justified 163:2 justify 163:11	keep 29:16 80:6 107:11 114:19 127:21 133:22 143:24 keeping 39:19 57:5 75:14 83:4,5 124:14,18 Kemp 149:6,8 kept 22:8,10 26:21 58:22 62:14 125:10,12 126:6 126:12 135:19 139:10 key 116:24 kids 23:15,24 kind 11:11,16 14:12,13,15 22:1 22:6,6,18,20 23:4 25:10 31:24 32:2 32:11,12 33:19 34:1,16 36:5 37:24 39:6,18 41:5,20 42:2 46:8 47:23 52:12 54:7 55:13 64:9 70:17 78:19 90:23 97:3 106:3,15 139:15 kindly 111:3 kissing 24:4 kit 29:5 kitchen 37:11 knew 7:3 30:18,18 30:18 54:5,6 68:23 69:10 70:9 70:25 71:13 72:7 72:8,9 76:19 145:20 150:1 165:1 knickers 5:6,12,22 41:3 knives 167:7 knock-on 32:18 knocked 7:5,7 know 1:13,19,23 2:5 3:6 5:23 7:16	9:15,18 10:2 11:3 12:8,13 13:24 14:13,23 15:3 16:16 17:2 20:4,4 20:8 21:9,12,12 21:14 22:4,16,20 22:21,22,24 23:2 23:4,16,20 24:13 24:16,19 25:3,4 25:11,14 26:5,6,7 26:10,18,20,20 27:12 28:10,19 29:5,5,11,20 30:1 30:2,4,8 31:13,15 31:21,22 32:1,3,3 32:6,12 33:11,15 33:20 34:1,9 35:5 35:7,16,18 36:4,6 36:7,10 37:15,20 38:1,22,23,24 39:1,22 40:16,16 40:17,21,23 41:4 41:14,16,24 42:1 42:5,6,15,18,22 42:23,25 43:12,13 43:14,16 44:5,6,8 44:12,15,16,17 45:3 46:3,4,5 48:5 48:8 49:1,4,11 50:7 52:2,7,11,12 52:13,17 53:18 54:24 55:5,7,8 56:13,16,18,22 57:8,21 58:4,21 58:23,23,25 59:20 60:4,25 61:9 62:15 65:13,17 66:13,15,16,22 68:23 69:2,7,9 70:3,5,9,21 71:22 72:4,4,18 74:12 74:24,25 77:11,18 78:10,14 82:16,17 83:16,21 84:13,14 85:2,21 86:2,9	88:17,20 89:14,18 90:6,8,9 92:17,21 93:15 94:1,5 95:9 95:22,23 96:3,4 96:15,17 97:17,18 97:18,19,24 98:3 98:13,15,17,21,22 98:23,24,25 99:4 99:7,12 100:7,12 100:21 101:23 102:3,19 103:1,7 103:16,21 104:13 104:21,25 105:20 105:23 106:16,18 106:23 107:18,19 108:11 111:15 114:3 121:21 128:5 132:5 134:22 135:9 137:5 139:14 143:9 145:10 147:16,23 149:10 150:15,18 152:14 155:25 161:4 169:12 173:9 178:16,16,16 179:3 knowing 38:3 knowledge 70:12 77:22 85:18,19,22 132:2 135:14 137:9 146:23 known 20:18 33:5 40:1 44:10 55:21 56:23 121:14 147:8 160:1 178:22 179:7 knows 35:6 160:23	language 33:23 Laon 26:13 laptop 135:11,19 large 25:23 50:23 70:21 105:13,14 127:16 largely 135:19 lasted 30:7 lasting 45:2 latched 28:23 late 16:4 35:19 36:18 50:22 55:25 57:6 59:5 Lawrence 94:17,17 102:14 lawyer 54:25 lay 169:13 layer 158:5,12 layout 8:22 layperson 54:24 lead 3:13 102:13 114:13 154:5 leadership 121:9 lean 114:20 learn 68:22 107:24 170:1 learned 66:12 learning 75:3 165:8 learnt 165:16 168:22 leave 55:6 63:14 91:16 113:23 129:16 leaves 32:15 leaving 47:17 55:1 led 44:3 57:6 87:7 95:16 101:11 169:20 left 21:13 37:15 46:16 47:24 52:21 54:20,22 170:8 legal 91:1,12,16,17 91:19 112:7,23 140:14 174:8,9 177:13,16
<hr/> K <hr/> keen 176:3				<hr/> L <hr/> lads 40:20 lady 7:18 Lambeth 89:11 153:9 laminated 99:11

legislate 172:1	99:25	loads 49:7 60:14	lost 26:13,15	male 31:20 48:3
legislating 109:10	like-minded 39:9	local 20:9,16 21:2	168:13	49:20 51:9
lemonade 35:24	liked 16:10	21:21 23:15 54:11	lot 2:11 4:14 11:23	maliciously 44:24
length 63:25	likewise 115:11	54:15 159:5 172:5	12:5 21:13,24	man 5:24,25 98:10
102:15	120:8	locations 27:21	27:5,19 31:24	98:11
lengthy 54:11 64:8	lime 35:25	126:13	34:21 38:23 51:1	manage 59:4
Leonard's 128:15	limit 144:14	log 29:6 127:21	53:14,16 54:8	120:22 127:1
lessons 4:11,23	limited 79:4,8	139:10,17 176:18	68:4,13 79:15	130:17
14:10 165:8,16	81:24 97:8 105:21	logged 127:2	82:11 95:11 96:15	managed 26:13
Let's 63:14 137:11	143:25 144:12	Loire 38:15	98:1,1,4,6 99:17	27:2 30:25 41:15
letter 15:11,17 16:2	limiting 82:2	long 1:20 11:16	99:22 100:2 102:4	43:1 52:22 59:6
16:22 51:7 54:21	limits 42:25 166:17	12:7,18,19 16:5	104:12,12,13	113:11,14 117:25
61:4 63:22,24	Lindsay 7:17	20:24 22:15 24:6	105:24 106:24	124:25 159:6
64:22 66:16,23,24	line 18:17,17	46:4 47:14 64:13	118:13	166:23 172:19
67:2,4,6 69:7	lined 102:20	65:9 72:24 73:5	lots 12:15 16:16,17	management 61:1
83:25 91:5,7,9	Ling 61:21	89:8 94:24 98:5	21:4 30:22 33:11	61:18 116:20
133:1,17,18 135:6	Ling's 61:10	123:11 151:11	33:12,12 54:7	125:14 136:25
135:8,24 136:23	linked 104:20	156:12 163:19	60:20 70:21 71:4	148:6,17 158:6,12
137:3,3 138:14,18	131:7	long-term 43:8	77:18 89:9 104:14	manager 39:8
139:4 140:5,8,12	list 29:7 147:9	look 2:4 15:16	109:4	managing 148:5
143:10 151:25	160:1	33:16 61:7 81:16	lottery 44:23	158:24 172:4
162:20 163:25	listen 16:19	85:16 111:23	lovely 73:4	mandatory 109:10
170:20 174:21,22	listened 46:3	122:12 123:16	low-grade 38:25	manipulated 44:25
level 28:11 100:16	literally 25:6 30:8	125:23 126:5,24	lower 10:4	March 1:1 51:6
100:17 118:22	30:12 36:12 45:22	128:9,13 132:23	lucky 12:6	91:7 111:19 175:4
119:16	109:22	132:24 136:17	lunch 86:7 88:7	175:8,17,19
levels 11:20 99:23	litigation 93:16,17	137:11 141:13,14	lunchtime 110:8	179:24
Lewes 60:16 63:23	145:2 176:1	141:16,17 147:8,9	lying 68:15	Mark 61:10
91:6	little 16:4 17:18	150:3,4 151:13		marked 136:6
liability 69:14	23:25 40:9,22	152:19 160:6,22	M	marriage 12:5
liaise 100:8	46:8 48:11 72:21	163:5,23 170:1	MACSAS 94:17	52:19
liaison 91:12 112:7	72:21 96:22 97:11	175:14 178:24	97:3 103:8 109:20	martial 4:5,6 8:5,6
libel 113:24 114:2	111:22 121:5,6	looked 63:5 81:11	MACSAS' 103:10	8:8,13 9:9 10:19
libellous 113:23	124:21 132:9	108:20 159:25	magazine 53:20	13:5 159:22
114:3	147:8 155:2,6	161:10 179:6	54:12 55:24 56:7	Martin 15:13
licence 172:4	167:12	looking 9:4 11:9	65:4	Mary 34:18
life 4:18 9:15 10:24	live 13:17 14:3	111:10 118:19	main 10:6,7 70:17	Mass 128:15
11:15,22 12:9,11	lived 3:22 6:10,11	122:21 125:21	82:1 116:18	master 33:25
21:20 33:3 42:24	10:5,8 21:1,5	134:25 137:20	making 19:9 33:20	Masters 21:16
44:3,13,14,20,25	23:20 28:18,21	152:9 156:22	33:21 34:9 87:23	masturbation
52:18 64:10	35:17 57:22	162:19 170:1	97:10 121:4	26:20 33:18
106:11 107:14	lives 3:13	looks 150:5	128:17 158:24	material 5:17 13:23
109:16,23	living 2:20 23:22	92:21	161:23 163:11	22:18
lifetime 14:25	82:6	Lords 87:21 90:5,8	Malcolm 178:14,15	materials 28:7
light 76:7,16 77:25	load 127:9	92:21	178:21 179:2,12	136:5,6
		lose 104:15		

matter 1:24 35:7 40:23 57:3 81:18 89:14 96:4 126:17 152:14 154:6 158:13 162:23	146:4,25 147:23 148:2 149:14,16 149:24 150:7,8 151:23 164:17,25 165:3 166:4 167:11 169:19,20 177:22	57:10 133:6 135:2 mentioned 50:17 54:14,15 92:3 102:8 147:4 mentioning 48:18 mentor 146:2,4 Mese 157:3 158:4 166:20 170:8 177:15 message 64:6,8 82:14 messes 31:24 met 19:21,21 33:4 46:1 47:16,22,23 59:21 65:5 84:17 84:24 85:4,9 88:9 88:16 89:1,5 94:12 96:6 106:9 129:22 132:6 154:18 155:7 167:13 methods 75:14 Michelangelo 23:6 microfiche 60:15 microphone 114:19 mid 156:10 middle 9:1 108:4 110:11 miles 57:22 military 3:24 6:20 7:4,20 8:12 mind 3:15 17:13 19:9 82:8 129:12 129:17 172:2 minded 93:8 minder 23:23 mindful 159:7 164:11 minds 171:22 mine 161:3 minibus 24:14,15 minimal 64:18 ministry 66:9 minutes 17:16 91:18 106:6	113:20,25 178:5 mirror 57:19 misconduct 60:25 misfiled 60:14 misreported 106:19 missed 26:9 136:8 missing 26:10 mistake 60:17 171:11 mistakes 107:24 138:5,10 misunderstanding 65:7 mitigating 176:17 mixed 132:11 mixture 35:24 Mmm 10:13 Mmm-hmm 10:23 157:23 model 34:22 72:1,6 models 34:22,23 72:4 modernised 108:7 Moirra 107:4 moment 72:22 97:20 99:5 132:12 133:20 money 9:17 21:13 29:15 49:6 79:9 79:15 80:6 90:19 104:12,13 105:3,6 105:20,23,24 106:1 monies 143:25 monitored 131:1,2 month 30:7 monthly 118:8 months 4:1 47:22 48:6,9 51:5 132:16 169:25 mood 46:7 moody 11:10 morning 1:3,3,5,5 1:11 19:7 26:23	27:17 36:18,18 86:23 140:5 141:15 mother 7:14 12:4 21:6 23:23,23 56:6 motivated 52:4 motivation 53:24 move 12:22 45:13 60:6 63:17,20 88:25 133:21 134:20 145:9 168:6 moved 2:11,14 5:2 52:9 169:5 moving 5:4 143:2 169:7 MPs 8:14 multiple 55:4 69:17 71:6 mum 6:18,19 9:3 9:14 27:14 muscle 23:6 muscles 23:4 must've 74:20 mystery 176:18,20
N				
N 180:1 naivety 25:4 naked 36:19,20 40:21 name 6:18 7:16 18:2,4 19:5 29:15 39:25 40:1 47:13 48:16,18 54:16 56:11 57:10 58:4 147:11,18 176:7 named 39:24 60:24 names 113:8,14 139:24 147:10 national 15:8 80:20 81:3 96:21,23,25 97:7,10,13 98:12 98:20 101:2,3,5				

101:13,25 102:6 103:24 116:16 121:7,9,17,22 122:6 153:8 177:5 nationally 81:4 83:9 121:8 natural 91:14 112:17 nature 19:13 162:25 Nazi 39:1 near 21:1 35:11 144:15 nearby 21:6 nearer 4:2 nearest 36:23 nearly 52:3 106:11 necessarily 19:17 157:17 168:25 necessary 105:8 170:3 172:18 neck 28:25 need 1:22 5:14 18:21,22 19:17 28:7 62:22 63:24 67:21 82:18,23 84:1,21 91:3 95:2 103:4 104:19,22 105:4,5,13 108:8 109:14 110:7 117:17 124:9 125:24 129:24 144:1,8 150:25 152:25 155:8 158:14 171:20 173:2 178:4 needed 27:1 29:3,4 29:6 34:20 51:23 55:8 80:8 99:10 108:10 126:4,14 138:11 151:1 154:8 155:23 157:7,10 159:1 161:20,21 166:11 169:4,13,14 170:1	178:7 needs 104:24,25 105:8 108:20 109:7,8 negated 51:16 negotiated 79:3 117:16 neighbour 20:16 neighbouring 56:9 56:10 neurological 43:23 never 9:14 16:23 27:2,10 33:7 35:17 40:5 42:4,5 42:7,17 53:7 56:13 76:8 78:20 93:24 94:2 107:10 new 35:8,9,21 62:10 137:21 142:5,19,20 156:4 156:5 newspaper 37:10 nice 4:19 Nicholas 73:6,14 73:20,21 75:17 76:2 141:22 night 27:18 58:17 nine 48:8 53:15 no-one 113:9 Noel 40:2 Nolan 116:5 non-recent 15:6,6 noon 45:8 normal 12:8,11 25:12,17 31:20 36:4 45:24 174:24 Northampton 35:12 58:9,18 59:18,20 134:15 Northamptonshire 34:8 57:12,14,24 58:12,14,15 59:22 60:12 Northants 76:14 128:24	note 46:6 62:18 64:5,5 84:20 123:4 177:12 notes 47:4,8 62:22 127:14,19 131:19 152:25 155:9 177:10 notice 6:21 23:11 23:13 83:7 95:11 notified 91:10 112:4 169:6 notifying 176:23 novelty 35:20 November 4:4 134:9 156:2 159:22 nowadays 59:1 NSP 97:12 NSPCC 101:21 NSSG 97:12 nuanced 157:21 nub 178:11 nude 39:4 nudity 33:18 nuisance 33:8 79:10 number 13:16 14:2 24:7 40:23 49:16 58:8,19 63:4,5 65:22 77:17 78:9 86:14,25 91:25 95:13 105:14 111:11,16 153:23 153:23 168:16 174:11 numbered 60:25 numbers 117:9 nurse 20:18	observations 164:12 obviously 8:21 10:21 12:10,21 13:16,17 16:22 20:24 22:14,21 23:6 24:5 29:21 31:3 32:24 33:4 42:24 49:16 62:11 65:11 67:25 71:15 73:16 74:5 75:12 76:12 85:9,17 89:8,18 92:6 101:11 103:8 107:15 110:10 114:2 118:13 121:19 129:16 146:10 150:24 159:7 164:21,24 166:9,11 169:22 171:19 178:4,24 occasion 38:5,8 occasionally 128:16 occasions 38:7 49:16 96:7 148:3 174:11 occurred 2:17 3:24 4:25 25:1 49:3 148:8 offence 49:3 offender 76:20 offenders 55:4 offer 58:20 64:17 78:18,21 82:11 offered 53:3 78:20 107:7 134:10 148:9 163:20 170:14 offering 107:11 135:6 139:21 office 46:2 71:25 75:1 87:16 104:13 118:4 officer 2:9 3:10	9:19,24,25 10:4 10:12 13:15 47:1 47:14,16,21 48:2 48:3,4,10,14,23 49:20 51:9 54:25 58:1,3,4,17 60:25 62:4 63:8,12 76:10 77:10 128:24 149:19 158:21 officers 10:8 76:14 76:15 81:23 98:18 120:6 151:18 156:25 177:5 officers' 5:10 10:10 officialness 90:9 officiate 73:15 128:7 129:21 142:9 159:21 oh 21:9 33:16 41:1 43:16 44:21 61:9 61:14 64:25 94:13 98:16 108:14,16 okay 3:17,21 25:18 25:23 31:16 48:3 49:19 50:9 54:10 55:19 61:9 63:15 67:6 69:24 72:2 74:5 79:7 88:16 93:14 94:15 97:1 102:22 104:16 106:8,11 112:14 170:24 177:1 old 8:5 19:22 22:23 24:14 31:11,11 34:17,19 43:11 96:14 135:9 old-fashioned 22:6 68:3 older 11:24 once 41:14 47:24 80:13 94:23 118:11,11 124:19 130:19 161:8 164:8 173:6
		O		
		O 11:20 oath 110:12 oblivious 6:23 23:18 observation 122:3		

one-off 168:9	105:3 157:9 173:3	176:6,6 177:20	parents 6:5,21 7:2	167:3 168:19
one-time 163:17	original 18:7,8	pages 64:13 82:21	11:1 20:22 21:1,1	169:12
ones 31:22 40:3	30:24 33:1 44:3	86:23 91:4 93:21	21:5,11,13,24	parties 92:1
82:5 97:15 123:14	47:5 76:7,17	95:1 111:17 177:9	23:11,13,18,22	partner 107:18
178:10	142:18	paid 29:8 79:21	27:6,23 51:10,21	parts 23:3 65:21
ongoing 93:16	originally 59:14	101:17	151:7	party 35:9,10,10
127:22 128:10	102:11	paintings 27:21	parish 20:17 21:3,4	88:20 150:25
onsite 14:16	ostracised 10:22	34:10	24:12,14 34:6,15	152:1 156:13
onwards 80:5	outcome 85:15	Palace 89:11	34:16 56:10,11	165:14
open 16:12 30:20	151:10	113:12,21 125:7	70:21 98:19	pass 114:12
30:22 39:20 54:20	outer 26:1,3	148:12 153:9	118:22 119:8,10	passage 6:24
55:1,6 65:14	outlined 102:24	155:16 160:6,10	119:14 125:15	passages 141:17
91:13 112:17	outside 5:7 46:21	panel 1:5 14:6,10	131:2 167:20	passed 28:12 47:21
113:24 165:10,15	157:9	15:13 17:4,8	173:21	130:1 133:3
170:15 178:1	overall 139:8 148:4	71:14 91:5 96:21	parishes 119:7	137:25 141:4,6
opened 29:14	154:8,12	96:24,25 97:1,7	158:22 173:11	passing 118:12
126:16	overcomplicated	97:14 98:20 106:5	parlance 69:1	160:5
opening 50:17	104:11	110:23 111:1	parochial 139:13	pastoral 69:2
159:17	overdose 12:14	114:11 118:18	part 21:23 31:12	120:19,21 123:24
openly 4:16 30:15	overnight 27:7	120:11 127:13	53:20,23 56:5	139:21
openness 177:19	oversee 116:16	131:10 141:14	65:8 68:8,10,25	pastorally 120:22
operation 68:2	overseen 101:17	159:16 171:15	69:2,25 78:15	172:20
75:14	oversight 102:2	172:9,11 180:11	80:19 88:10 89:6	pattern 36:25
operations 61:3	Oxford 21:16 22:6	180:17	103:13,14,14	49:12
opinion 120:20		paper 71:17 99:3	104:17,18 114:2	Paul 102:12 122:13
168:11	P	paperwork 98:4	117:12 119:3	122:18 123:13
opportunistic 29:1	PA 160:19	138:17	121:19 124:11	124:14 127:17
opportunities	padre 3:23 5:24	par 33:13	135:21 139:22	130:9 131:19
21:19	9:17,19	paracetamol 37:8	141:11 146:8	136:17 141:17
opportunity 22:12	page 61:5,11,14	paragraph 3:16	152:19 170:15	162:3
50:3	62:19 65:2 66:4	5:18 33:1 61:15	172:3 174:24	pause 17:16 135:12
opposed 129:7	72:12,12 73:7,10	66:5 73:24 91:9	part-time 29:11,17	137:24
154:5	74:19 84:1,22,22	111:18,23 112:8	partial 43:24	pay 29:15 79:10
orchestrate 27:12	111:16,17,19	112:22 118:20	participate 173:19	101:15 107:18
ordained 70:19	112:21 118:19	119:15 120:8	particular 13:1	paying 49:6
order 5:17 13:23	122:6 123:16	122:5 123:18	26:5 39:21 40:13	penis 5:7
13:25 16:8 19:10	127:15 128:21,21	124:17 128:13	63:12 67:14 68:18	people 9:16 11:22
87:22 126:14	130:9 131:18	135:1,4 142:3	85:20 102:3	16:17 19:2 20:1,5
organically 103:6	135:1,2,3 137:12	149:13 151:13	114:14 115:13	20:19 25:8,17
105:15	138:21,21 141:17	152:9,16,23	123:8 133:13	26:11,25 28:11
organisation 101:5	141:19,24,24	157:15 162:19	154:22 167:2,19	29:24 30:1,15,17
101:7,21 102:15	142:2,2 147:9	paragraphs 3:18	167:24 171:17	31:3,16 32:23
102:21,24 103:5	161:24 162:1,3,11	150:15	particularly 20:13	35:15 38:11 39:10
168:11	174:19 175:4,8,8	paralysis 43:24	23:13 93:7 94:7	39:12,16,20 40:23
organisations	175:17,18,19	parcel 80:20	106:12 124:18	41:6 42:1,19,20

42:21,21 43:2,16 43:18 44:21 45:24 54:5 56:12,22 64:5 76:15 81:20 84:15 89:23 95:25 98:17 100:7 101:24,25 102:17 105:4,14 106:22 108:14 109:4,9 117:4,6,7 119:5 119:12 155:13 156:13 157:8 158:25 162:17 167:2 period 3:25 5:2 12:18,19,19 20:24 22:15 24:6,7 37:24,25 55:2 75:8 78:18 93:11 106:11 119:24 120:12 143:19 169:24 permission 128:6 129:20 142:8 159:21 permitted 86:6 perpetrated 19:15 84:5 perpetrator 81:20 82:6 person 20:17 28:24 39:9,22 43:1 46:15 61:19 78:6 78:16 120:19,21 133:14 135:7 145:23 161:6 176:8 personal 71:5 137:9,18 167:25 168:1 personality 44:8 personnel 76:4 124:23 126:4 perspective 20:20 82:8	pet 23:11 30:9 Peter 85:20 Phil 30:20 73:1 131:13,14 137:15 137:17,25 138:7 140:16,21 143:3 150:22 151:3,11 Philip 17:23 18:4 87:17,18 91:5 131:3 132:15 136:23 137:5 141:3 142:22 144:7 153:15,22 153:25 154:10,15 154:17 157:2 166:6 170:5,17,25 171:6 175:9 177:15 180:7 phone 15:9 58:9 168:2,4 170:5 phones 68:1 photographic 38:16 photographs 38:19 40:8,25 50:25 51:1,1 139:13 phrase 124:23 physical 25:13 26:19 33:11 43:7 43:8,22 physically 28:15 37:15 42:22 44:4 pick 14:20 15:9 95:15 160:9 picked 168:4 pictures 38:20 PIE 65:4 piece 98:14 99:3 piecemeal 80:15 pieces 89:2 pilot 99:1 place 13:20 17:17 24:13 52:3,5,16 72:3,5 79:2 87:5 90:8 92:20 93:13	121:23 122:15 130:10,19 131:4 135:3 138:20 143:6 144:9,17 151:16 166:25 170:2 176:3 placed 153:21 179:4 places 117:10 plan 27:12 130:17 167:19 169:6 planning 98:1 170:6 plaster 34:17 plea 59:13 pleaded 59:3,16 pleading 80:6,7 please 1:18,22 18:2 18:20,22 19:4 65:23 80:12 111:2 131:18 132:23 133:8 141:17 147:10 162:3 174:5 175:15 pleased 93:1 pleasure 32:7 plenty 59:7 86:2 ply 35:22 plying 36:12 pm 45:11 86:6 88:3 88:5 133:24,25 134:2 179:22 point 2:4 4:2,3 5:18 23:3 26:18 35:5 36:18 37:8 42:23 44:16 48:12 49:7 60:15 63:8 68:6 68:14 73:18,21 75:5,16,20,21 78:12 79:25,25 80:3 82:1,24 96:14 105:18 121:20 139:23 140:2,11 144:14 144:20 145:6,21	146:18 149:3 152:20 153:13 154:7 164:4 166:6 169:12,17 171:2 179:5 pointed 81:24 83:2 points 137:19 148:4 150:6,6,18 152:17 152:24 161:2 162:10 165:20 police 6:20 7:4,21 12:23,24,25 13:9 13:13 14:7,17 30:24 45:18,19,22 46:2 47:1,5 48:23 49:15,25 50:2,15 50:20 51:7,9,10 52:24 53:6,11,25 53:25 54:2,6,18 54:21,25 55:5 56:17,24 57:2,24 58:1,3,4,9,12,14 58:15,16 59:2,18 60:9,9,12,13,16 60:19 61:3,20 62:16,19 63:2,16 65:12,13,15,16 68:14 69:19,20 72:15,17 75:20 76:7,12,14,15,17 76:18 77:1,10 81:18 82:9 83:14 96:1 106:23,25 124:2 128:10,24 129:13,14 130:18 131:16 134:15 136:14 138:3 139:11,23 141:7 141:21 159:24 173:9 Police's 61:22 62:5 policies 116:7,20 171:19,21 173:23 policy 61:22 97:4 97:15,16 98:1,9	98:12 99:5,17 116:17,23 119:6 121:23,24 122:1,2 122:3,6,10,15,19 155:22 158:20 170:3 174:24 pondering 105:10 poor 134:6 pop 118:8,10 pornography 39:23 Portsmouth 179:11 pose 81:21 posed 46:16 posh 28:19,21 position 77:14 136:2 151:15 153:22 168:6 173:15 176:4 positions 20:2 positive 90:6 possessing 39:23 possession 40:2 possible 66:4 77:15 103:15 112:2 145:19,23 150:16 150:23 162:18 possibly 3:6 103:10 118:11 120:16 153:22 160:18 post 115:1 118:16 121:9 127:25 129:17 131:5,12 144:21,22 145:17 155:3 166:15 potential 130:17 133:15 potentially 55:3 103:18 113:23 114:3 173:16 pounds 30:12 power 42:21 97:9 97:14,14 109:15 practical 79:13 practically 4:12 practice 3:5,7 4:11
--	---	---	---	--

4:22 6:13 146:12 153:24 174:24 preceded 87:6 precedes 87:2,3 precis 98:10 precisely 77:3 predecessor 117:19 135:15 143:9 149:4,6 predecessors 126:18 predominantly 120:14 prefer 136:17 prejudging 85:14 preliminaries 18:6 preliminary 58:24 preparation 147:25 prepared 147:23 160:1 161:2,6 168:6 169:21 present 24:22 35:14 presented 48:23 press 110:9,10 pressed 143:21 pressing 5:23 prestigious 39:8 presumed 67:5,7 pretend 30:16 pretended 32:12,13 pretending 30:14 pretty 19:20 23:18 27:20 38:24 65:19 96:10 107:12 177:24 prevent 93:12 94:9 170:3 prevented 165:7 previous 67:11 70:2 71:12 72:8 74:11 75:19 77:16 138:6 141:8 142:11,15 146:24 147:15 160:3,15	162:25 previously 135:2 146:1,17 priest 30:15 38:14 38:15 64:15 70:19 131:2 169:5 173:6 priests 119:8 primarily 153:2 principle 152:21 prior 62:6 77:8 79:23 135:17 priorities 106:3 Pritchard 31:2 32:25 33:5,6,25 34:9 35:22,23 37:2,8 38:5 50:21 53:7,19 57:17 58:5 59:3,13 60:1 60:8 68:6,20 72:20 78:4 84:5 85:20 127:11,14 127:25 128:5,14 129:2,3,10,20 131:4,6 133:12,16 139:9 147:24 149:12 150:11 154:23 165:8 166:14,16 167:14 167:16,17 168:20 176:22 Pritchard's 35:3 36:19 130:13 133:11 privileged 20:2 proactive 105:17 proactively 27:10 100:13 127:1 probably 39:14 47:22 48:5 69:22 77:2,17 99:14 106:15 118:10 133:6 135:3 147:4 166:10 169:24 problem 15:3 41:16 51:19 99:1 100:21	158:1 176:20 178:11 problematic 78:24 119:18 problems 41:17 43:13,22 44:15 63:13 100:12,19 procedure 120:23 procedures 139:20 139:22 170:2 171:19,21 174:1 proceed 44:2 51:8 167:21 proceeded 35:22 proceedings 91:1 162:23 process 13:10 14:9 46:23 59:6,8 89:7 98:19 102:6 151:15 158:23 produce 27:21 produced 39:6 40:4 96:9 producing 98:19 PROF 178:15,21 179:2,12 professional 59:1 61:12 66:22 78:7 81:9 84:14 101:23 101:24 137:14 146:1,1,5,9,13,16 146:21 156:7 professionals 156:19 157:8,19 Professor 178:14 progress 102:10 progressively 22:15 Project 102:8,11 103:12,16 105:22 105:25 projects 27:19 promiscuous 11:24 prompt 123:22 promptly 133:3	propaganda 39:2 proper 144:2 151:3 151:8 178:8 properly 126:15 174:1 property 50:23 51:4,6 proportionate 105:4 proposal 105:11 propose 123:15 proposed 101:4 props 39:4 prosecute 13:4 prosecuted 109:7 prosecution 9:3 14:7 53:12 71:12 139:8 prosecutions 65:17 prosecutorial 52:25 protecting 109:13 121:23 protection 46:20,22 47:18,24 115:21 115:24 116:17 119:6,8 123:3 124:11 155:4 156:1 158:6 protestations 71:5 83:7,18 protocol 144:4,11 144:13,15,16,18 144:20 176:13 protocols 81:18 174:1 prove 31:19 69:13 78:24 proven 68:8 provide 80:2 102:18 124:8 137:2,3 143:7 164:5 170:11 provided 29:2 80:13 82:22 84:25	87:11 95:25 102:15 136:13,14 143:3 158:23 167:20,23 170:25 providing 144:24 151:1 175:11,22 provoke 54:17,18 55:12 psychiatric 44:19 psychological 44:16 psychologically 42:22 44:5 psychotherapy 102:18 PTO 128:12,14,22 129:2,7,11 130:4 130:10 142:6 161:21 162:8 163:2 164:9 169:2 PTSD 42:2 44:7 puberty 38:20 pubic 38:23 public 9:2 94:10 publication 95:7 113:5 publish 89:11 published 53:20 54:11 55:25 56:7 68:19 89:3 90:14 91:21 94:23 95:12 113:6,13 114:4 115:8,11 publishing 83:23 purely 96:25 purposes 71:14 146:15 pursued 78:23 pushed 37:11 73:14 75:25 142:4,8 168:15 put 5:5 8:13 36:25 38:12 50:8 52:18 59:8 60:15 61:2 76:18,21 77:20
---	---	--	--	--

85:24 86:1 96:16 100:1 102:12,13 105:8 108:1 109:25 110:3 115:7 122:13 123:15 127:17 130:10,19 131:4 143:6,20,21 144:1 144:12,14 170:2 171:23 176:3 puts 107:18 putting 4:15,24 5:5 35:25 165:17	139:11 145:6 158:5 165:2 166:2 166:10 176:3 177:10 178:15 <hr/> R <hr/> raise 9:17 110:7 140:11 144:6 168:24 raised 49:19 98:7 133:6 153:23 170:9 raising 137:5,21 154:21 169:23 177:21 ran 58:5 101:16 rang 130:6 rank 5:25 ranks 2:9,10 9:22 10:4,4 54:3 rape 48:20 rapport 120:6 rate 108:6 rationale 121:3 reached 150:16 reaching 69:1 reacted 100:14 reactivated 56:23 69:18 reactive 105:16 reactively 100:14 read 3:18,18 6:24 7:16 46:13 65:4 73:12 126:21 157:16 178:23 Reade 73:21 75:17 76:2 141:22 reading 65:25 178:25 ready 123:14 real 32:18 40:1 44:10,11 110:3 165:5 realise 6:3,15 171:10	really 1:24 12:17 13:21 19:16 27:17 28:23 31:12,12 34:24 36:6 37:4,4 38:2,3 46:10 65:20 68:7 71:24 73:8 79:10 80:17 94:20,22 96:10 97:9 98:14 106:8 108:10 109:24 118:12 121:18 148:2 168:23 173:14 reason 1:24 27:13 34:12,13,13 51:8 68:16 69:9 110:1 113:22 115:11 124:5 126:4,11 135:21 178:25 reasonable 55:2 108:18 133:14 reasons 27:14 34:10 55:11 60:20 63:9 68:12 113:18 144:23 145:1,2 161:25 162:10 reassured 84:13 170:22 rebuttal 171:1 receipt 161:10 receive 13:13,14 64:13 121:25 133:18 134:14 152:17 received 15:11 16:2 51:6 52:1 95:8 128:19 132:1,14 132:17 140:5,24 144:23 149:23 160:24 161:8 164:8 receiving 66:3 134:8 receptive 124:4 recognition 82:5	recollection 167:4 167:9 recommend 109:15 161:21 recommendation 162:1,11 163:11 164:3 recommendations 83:19 94:16,19 95:20,22,23 96:5 96:18 99:9 116:4 119:20 152:5 153:15 155:22 163:8 165:17 recommended 145:16,18 reconcile 145:5 reconciliation 102:19 103:11,23 104:17 reconsider 163:14 recontacted 93:18 record 62:19 67:21 67:25 75:14 77:13 83:4,5 124:13,18 128:19 134:8 142:6 148:14 162:20 recorded 67:15 69:5,5 86:16,20 86:21 132:8,21 161:15 recorder 67:17 recording 48:21 68:12 87:20 recordings 87:11 records 47:4 83:2 125:12 130:3 132:5,14 135:19 135:22 recounted 57:16 recruited 20:15 redact 113:8 redacted 5:9 6:18 13:17 113:13	151:1 178:5,6 redactions 151:12 redress 78:19,20 80:18 103:11,19 103:23 104:5 refer 19:5 98:18 131:23 159:4 reference 65:22 80:22,24 81:11 86:14 98:25 155:11,25 156:5,9 156:14,18 157:25 158:2 174:16 177:20 references 174:17 referral 47:7 123:22 159:1 referrals 158:22,24 172:13 referred 48:20 51:3 76:9 83:12 85:24 86:11 111:21 132:25 143:10 158:14 163:4,22 referring 132:10 135:5 172:16 reflections 159:11 refurbishments 145:7 refused 73:15 regard 25:9 57:20 137:21 regarded 46:15 49:8 61:18 62:8 98:24 102:23 regarding 12:24 172:13 175:4 regards 66:6 67:3 region 117:10 regular 5:1 31:23 42:16 119:11 regularly 27:8 70:22 118:5 119:7 121:16 139:11 regulate 130:23
<hr/> Q <hr/> qualifications 21:15 101:24 qualified 115:17 quarter 24:1 quarters 5:10 Queen's 26:8 question 1:19 66:9 86:8 122:19 134:7 163:7 172:12 173:25 177:18 178:14 questioning 7:22 114:14 questions 4:8 8:2 110:14,23 111:1 118:17 126:11 136:24 172:10,11 180:11,17 quick 61:7 98:24 quickly 109:16 quite 4:16 9:11 11:2,24,25 16:15 26:14,16 27:8 28:17 32:20 35:21 37:11 38:25 42:2 47:9,10 55:14 59:5 68:1 78:24 89:18 93:11 94:18 96:13 97:8 102:23 114:18 122:22				

reject 97:23	relying 86:4	167:11 169:20	respective 91:19	159:20,20
rejected 152:15	remain 63:1	172:22 173:5,23	respond 137:23	retirement 73:15
rekindled 65:16	remained 53:5,8	177:22,25 178:17	154:19 164:19	75:25 81:21 142:4
relate 81:22	remember 1:18	report's 153:15	166:1	142:7,8
related 44:1 51:22	5:11 6:8,13 7:9	165:6	responded 108:6	return 130:7
81:22 125:13,14	8:12 18:19 35:4	reported 4:4 6:19	123:21 167:14	133:24
relating 25:8	41:20 47:13 81:13	56:4 69:20 83:8	171:2	Returning 139:8
119:25 125:15	111:21,25 120:24	106:19,23	responding 91:7	reveal 160:13
161:11 175:21	120:25 134:25	reporting 52:16	108:2	revealed 160:14
178:17	158:3 173:7	109:11 158:8	response 45:14,21	Reverend 2:17,21
relation 86:10	remind 113:2	reports 117:9	64:2,3,13,14,18	3:9 7:4 9:25
92:12 119:12,23	reminiscent 39:1	165:21	64:19 65:20 66:20	10:11 12:24 15:12
123:24 125:21	remit 88:17	representation	68:10 69:2,8	19:14 20:8 21:22
127:14 132:13	removal 25:6	157:7	70:10 91:22 92:16	24:3 25:21 31:6
133:3 134:24	removed 75:10	representative 97:2	95:7 105:7 111:24	32:22,25 34:8
136:19,23 143:2	removing 23:2	representatives	133:18 137:20	38:5,10 39:13
148:23 150:3	renovate 34:25	119:9 156:19	138:22 139:1	41:8 49:2 53:6,7
152:21 154:6	35:1	174:10	162:12 163:12	59:3 60:1 63:23
158:2 160:24	renovating 34:20	reprogrammed	responsibilities	65:24 66:6 67:11
162:22 165:3	repairs 78:19	44:14	172:7,22 173:13	67:24 78:4 84:5,6
167:1,13 168:19	78:20 80:18	republished 113:16	responsibility	128:14 129:2,3
170:9 171:16	repeat 152:11	reputation 108:1	107:23 120:19	130:13 131:7
175:23 176:21,22	replaced 75:10	109:13	148:5,7,18 149:7	review 62:8 80:20
176:24 177:18,20	replacement	request 111:24	153:14 154:9,12	80:23,25 81:1,12
179:10	156:10	112:24 125:5,18	154:13 169:13	81:13 82:12,13,25
relationship 10:25	replicated 119:16	requested 92:10	responsible 52:15	83:2,3,5,7,20 84:4
78:5 103:23 120:5	report 45:18,25	93:18,24	61:19	84:9 85:2 88:8,9
146:24,24 154:14	48:6 52:4 55:23	required 169:2	rest 44:20 58:11	88:14,17,17,23
164:14 167:3	56:13,14,16 86:4	requirement 173:4	restart 5:21	89:2,4,4,5,7,12,19
169:16 174:6	90:14,24 91:21	residential 35:11	restricted 129:8	89:24 90:3 92:24
relationships 11:22	92:10 94:1,14	48:19	restriction 5:16	93:2,25,25 94:2,3
31:21 41:10,14	95:8,12 96:8,13	resign 168:15	13:22 19:10	94:8,19,23 95:1,8
42:10,10 43:5	96:15 107:24	resignation 171:12	result 43:22 71:4	95:10 96:3 97:5
63:18 165:24	108:24 109:9	resigned 168:13	78:3 83:18 91:13	99:10 107:2,3,3,4
166:5	111:25 113:5	resolve 165:1	112:16 122:24	116:5 117:17
relatively 25:3	114:1,1 120:1,2	resolved 166:11	150:17 169:8	120:1 121:19
102:23 105:6	120:12,14 147:6	171:4	170:20	126:3 127:5 137:1
relevance 95:19	147:24,25 149:10	resource 79:4	resulted 43:23	144:17 145:10,11
relevant 122:4	149:11,21 150:2,7	99:24 100:16	retain 60:9 154:8	145:24 146:15,19
125:19 133:11	150:8,10,12,21,24	105:8	retained 50:25 62:9	146:19,22 147:6
158:10	151:2,11,16,19,23	resources 77:20	62:10 129:2	147:14,20 150:8
religious 20:13	152:2,3,4,6 153:4	79:8 100:2 105:20	retention 57:4 62:6	154:23 160:2
reluctance 6:16,21	153:5,10,13,23	resourcing 105:19	62:12	169:19
reluctantly 119:20	154:22 164:17,25	respect 13:1 39:15	retire 75:23	reviewed 62:3,13
rely 42:18 127:7	165:3,5,12 166:4	92:5	retired 128:5	reviewer 81:5

82:15 127:7 145:13 reviewing 61:19 reviews 63:5 76:16 94:5 107:6 revision 116:19 revived 57:3 ribbed 26:24 Rideout 2:18,21 3:9,23 4:5,10,13 5:10,12,22 7:4 9:4 9:17,19,25 10:11 12:24 15:20 147:11,15,16 159:14,17 160:3 160:24 161:13 162:16,21 Rideout's 5:9 160:11 164:8 ridiculous 35:18 Riefenstahl 39:3 right 2:12,15,18,21 3:10 7:5 9:4 16:1 24:8 25:21 28:8,9 33:4,9 55:18 61:16 63:21 70:6 70:11 71:3 74:21 74:23 87:9 88:14 89:6 115:1,16 117:2 118:3,25 124:21 125:2,11 125:22 128:4,7,24 129:24 131:5 132:11 136:9 140:18,22 145:16 145:25 149:8,20 153:16 156:9,11 156:22 157:2,20 171:6 177:2,13 risk 46:16 81:21 108:18 130:17 161:18 164:2 river 40:15,16,22 road 10:6,6,7 Robert 56:11	robust 43:1,2 95:20 97:8,18 171:21 rock 166:25 Roger 80:21 81:7,7 81:8 82:15 83:19 84:8,13 85:4,10 128:16 137:13 145:12,18,23,25 146:4 148:2 149:10 160:1 169:19 role 96:20,23 99:15 116:14,15,19 117:11,22,23 118:1,22 120:4,9 139:4 141:5 146:13 157:4 158:21 166:21 178:6 roles 119:4,13 154:22 172:7 173:12 Roman 38:14 115:23 121:11,12 146:17 room 5:11 8:14,22 24:1 30:13 36:22 135:13 rope 40:15 rough 26:5 64:9 roughly 49:14 round 74:20 109:16 routine 25:11,19 31:14,23 32:10 35:3 36:10 routinely 32:22 36:3 43:10 Roy 19:14,20 20:17 21:9 24:15 26:3 26:17 27:12 31:1 31:1 34:5 35:3,12 40:25 50:21,23 52:6 54:13 55:23 56:8,19 57:19 59:15 65:6 67:3	70:2 72:16,18,19 72:23 73:14,14 75:18,18,22 76:4 85:19 106:10,16 127:11 128:3 131:8,20,24 133:13,14 134:24 135:8 136:10 141:8,23 142:4 147:24 149:1,12 150:11 167:13 168:20 174:18 175:24 176:22 Royal 6:20 7:4,20 rub 5:6 rules 57:4 62:10 run 39:21 101:5,15 109:21 174:25 175:6 running 104:7 127:21 163:19 rural 73:22 <hr/> S <hr/> safe 102:8,11 103:12,16 105:22 105:23,25 167:20 167:21 safeguarding 56:16 56:18 64:16 66:18 66:22 67:24 78:3 81:17 96:21,24,25 97:7,10,13 98:12 98:18,20,23 99:5 99:8,16 100:23 101:5,6,6,13,24 102:1,13 103:24 104:2,4,7,8,9 108:2,12,20 114:23 116:14,15 118:18,23 119:18 119:21 120:17,23 121:10,22,24,25 126:6,9,15,16,22 127:6,14,19	130:16,17 135:15 138:17 141:5 149:19 153:8 154:5,9,13,24 155:13 156:6,21 157:11,20,25 158:7,21 159:2,9 161:17 163:5,8 167:18 169:6 171:16,25 172:6 173:1,3,17,18,23 174:14 safest 162:18 sanction 108:23 sanctioned 109:9 sat 9:2,4 saw 4:10,12 21:15 23:10 26:22 33:15 38:20 72:17 79:9 saying 35:4 46:6 50:8 56:18 68:19 101:25 112:6 123:5 151:21 177:23 says 65:3 72:13 73:10 74:7,16,19 75:2 91:9,15 112:10 127:18 128:15 137:12 scalable 105:9 scheduled 75:23 schedules 98:2 scheme 103:19 school 3:1,3 4:11 6:6,17,22 21:13 22:19,22 28:3,4 28:10,11,13,19,20 28:21 29:8 151:7 schoolboy 33:19 34:1 Scolding 1:4,5,10 1:11 5:20 14:1 17:7,13,19 18:1,2 45:3,7,12 86:6,9 86:13,18 87:3,9	87:23 88:2,6 110:20,23 111:8 111:12 112:11 114:11 180:5,9 scope 81:23 82:2 Scout 40:7,10,12,14 40:14 Scoutmaster 25:16 39:7 scouts 30:1 screen 15:17 18:14 18:14 64:20 71:15 82:19 84:1 112:11 115:7 122:13 127:17,18 130:20 160:22 161:6 sculpture 23:5 seafront 39:9 seat 108:13,14 second 76:12 87:14 123:18 129:14 142:3 secondary 11:7 22:19,22 28:2 secondly 1:21 63:2 secret 27:23 36:5 39:20 secretary 100:25 143:13 144:8 156:17 157:2 158:4,10,16 160:19 165:25 166:14,15,20 170:8 secretly 67:15 section 123:16 secular 102:18 see 3:4 18:14 28:24 38:10 65:6 73:14 77:16 95:9,18 103:18 112:9,19 127:18 128:9,12 128:13 129:1,24 130:19 131:19 132:13 134:19
---	---	---	---	---

138:21 139:10,17 142:3 147:18 149:18 154:7 161:15,25 162:10 162:12 174:18 176:10 179:6 seeing 122:24 151:11 seek 90:21 152:13 seen 19:7 27:1 36:9 57:15 98:22 141:2 151:22 164:1 seized 50:22 51:4 self-confidence 41:12 self-esteem 32:18 41:12 self-reliant 42:13 Selwood 66:19 117:19 126:19 132:7 134:23 135:6,14 136:13 143:10 155:12 Selwood's 135:9 136:4 155:6 send 137:4 149:16 178:5 sending 174:21,22 senior 118:6 119:17 120:3,6 121:2 157:18 172:15,21 173:14 177:4 sense 15:19 32:15 68:7 70:9 sensible 148:19 sent 63:22 64:6 83:25 84:2 88:13 94:24 149:10,14 160:18,19,21 164:4,6 174:23 176:12 sentence 112:22 sentencing 77:9 separate 92:13,14 92:16 103:13,25	104:17,18 separately 104:19 September 115:1 128:10 129:25 141:10 144:5 150:5 155:8 160:25 162:16 176:25 sequence 57:6 89:8 sergeant 9:18,23,24 series 67:8 serious 24:10 31:14 41:4 55:3,5 60:10 62:8 77:23 89:12 123:11 152:11,13 173:16 seriously 37:16 124:10 seriousness 27:4 129:11 service 3:1,2 15:8 101:14 102:7 103:3,17,24 105:13 services 3:6 15:1,5 50:10,11 123:22 129:4,21 130:23 143:4,7 session 87:20 94:12 119:10 sessions 22:21 80:16 143:17 144:14 172:24 set 29:6 40:15 53:9 82:20 101:4 102:24 103:19 118:4 133:8 136:20 sets 19:13 130:16 setting 63:23,25 94:24 102:6 105:3 161:13,25 settlement 176:5 seven 58:16 69:22 severe 43:4	sex 32:19 55:4 sexual 23:2 24:9 25:1,5,9 33:7,12 37:13 40:6,10 41:13 42:10 92:6 92:15 100:5,6 sexualising 33:21 sexuality 32:19 sexually 24:5 32:22 33:7 37:12 38:6 40:6 42:6 57:17 57:19 shabby 34:19 shame 15:19 32:16 share 14:10 107:7 107:25 149:20 150:23 169:7 shared 25:20 54:3 88:19,24 89:20 90:17 113:22 114:5 129:22 150:14,22 173:8 173:10 sharing 30:13,13 104:23 178:7 she'd 47:18 70:13 94:21 160:19 she/he 124:1 shelf 72:1,5 shift 168:3 shining 99:25 Shirley 68:11 69:4 70:1,12,24 71:8 74:3,4,7,16 75:2 75:13 78:2,23 79:18 81:8,9,25 84:8 86:12,20 87:6,13,15,19 99:19 101:11 114:12,15,21 162:14 173:9 180:13 shock 70:17 shocked 70:14 shocking 62:2	70:18 short 17:21 45:10 88:4 122:7 123:5 129:3 134:1 shortly 92:25 shots 35:25 show 23:6 32:7 49:12 95:24 130:3 showed 4:13 22:3 showing 4:19 shown 8:16 30:10 40:4 shows 41:4 shunned 9:15 sick 37:4,4,20 side 10:7,10 28:14 99:2 157:13 sidelined 107:12 sight 104:15 111:24 113:4 140:9 152:25 signed 97:15 146:7 significance 50:25 65:18 significant 19:14 66:23 67:1 95:24 signposted 50:10 53:3 silky 36:24 Silver 26:8 similar 39:12 40:3 98:24 101:22 Similarly 147:18 simple 102:23 178:16 simplified 98:6 104:11 108:8 simply 19:18 137:5 140:10 146:21 164:25 sincerely 104:9 single 12:4 48:24 singled 19:25 23:10 sinister 34:2 SIR 178:15,21	179:2,12 sisters 23:22 sit 8:15 14:24 20:3 97:2 sites 30:9 sitting 1:7 20:3 37:9 situation 41:24 73:17 99:8 128:17 situations 32:24 100:15 109:11 six 24:20 58:16 115:21 size 24:1 skirt 5:5 skirted 111:22 sleep 25:22 26:3 31:23 sleeping 26:1,1,18 26:22 36:20 slightly 19:1 58:5 143:2 sling 35:25 slow 107:22,23 small 23:20 46:21 105:6 156:13 176:16 smart 68:1 smell 41:22 smoking 43:13 social 115:17 socially 28:15,16 society 29:14 77:14 sock 67:17 soft 160:16 soft' 162:5 softly 114:18 sole 78:12 solicitors 91:10 112:3 140:14 solution 103:15 somebody 6:8 12:2 14:18,22 21:16,16 41:21 43:12 44:24 45:23 46:19 51:23
--	---	---	--	--

54:24,25 59:21 65:7 70:18 76:20 77:10,11,12 121:16 145:20 169:3 somewhat 23:16 son 30:14,16 sorry 12:21 13:8,19 13:20 16:6,23 17:2,6 73:18 74:20 132:9 147:2 147:11 175:14,18 175:19 sort 11:24 12:3 14:9 15:8 20:9 21:8 22:3,23 23:1 23:17 26:17,19 27:3 28:24 29:7 33:22 34:17,19,20 35:10 36:24 39:1 39:2 43:17 47:3,6 65:23 71:13 78:6 79:6 80:4,8 84:1 98:9,10 99:25 101:19 102:6 103:11 104:1,6 105:10 116:24 119:23 127:21 168:4,10 176:4 sorts 60:18 sought 20:19 92:4 161:22 soul 42:7 sound 156:3 160:25 sounding 156:8 sounds 1:13 10:21 35:18 source 179:2 sources 52:22 space 104:13 spaces 102:8,11 103:12,16 105:22 105:24,25 speak 8:15 14:22 14:22,22,24 43:14	45:23 50:2 64:15 64:16 101:14 158:15 speaking 49:15 83:1 special 10:14 20:1 23:17 39:11,13 specialist 50:11 157:10 specific 15:5 125:23 136:24 159:9 170:9 specifically 71:21 122:2 168:15 specimen 59:17 speculate 38:1,2 spelling 60:17 spend 22:13 79:9 105:2 spending 105:20 spent 27:5 29:13 104:12,13 105:22 105:24 106:1 115:20 spire 33:16 spoke 46:3 81:10 129:9,17,25 134:16,23 141:23 142:22 177:4 spoken 114:18 137:13 sports 29:4,5 squabbles 108:1 square 25:24 47:4 St 34:7,14,15,16,18 56:8 128:15 staff 100:2 104:14 113:11 118:5 stage 59:5 69:17,22 71:7,21 73:11 74:23 97:24 120:24 122:13 150:16 163:3 stain 42:7 standard 162:21	standards 30:11 38:24 61:12 standing 5:11,23 stands 5:8 start 1:17 4:20,23 22:18,24 46:25 47:6,23 58:11 115:15 116:13 120:7 135:3 141:16 146:20 started 4:1,19 6:7 6:12,14,17 22:16 22:17,20 24:4,5,5 24:10 27:19 30:23 48:10 58:12 90:25 93:3 95:14 118:16 122:16 128:11 155:3 166:15 starting 5:4 11:7 47:3 118:20 144:14 statement 2:3 3:16 4:7 7:8,9,10,11,12 7:15 8:19 13:2 18:7,8,9,9,13,16 18:21 19:3,13 33:2 39:24 48:7 48:23,24,25 49:11 53:10 57:14 61:5 61:8 62:20 67:16 68:19 72:2 82:21 84:2,23 91:3 92:22 93:22 98:8 102:3,5,25 111:4 111:5,13,18 115:10,13 116:2 118:17,20 119:15 120:25 122:5 124:16 134:25 135:4 149:13 157:16 165:22 168:12 statements 18:6 51:11 88:12 115:4 states 66:24 79:13	79:16 stating 122:7 station 45:22 46:2 47:6 statues 34:14,17,18 34:25 35:1 statutory 83:12 107:25 157:13 158:8 172:13,17 stay 27:7,24 34:8 stayed 27:18 35:2 staying 34:10 Steering 97:11 step 90:6 steps 14:6 stick 46:17 132:12 sticking 122:3 stipends 125:16 stood 40:25 stop 5:14 6:25 19:8 31:8,10 109:12 stopped 11:12 122:6 123:5 stopping 11:14 stored 124:25 125:6,7 stories 46:14 story 57:16,20,23 straight 160:21 straightforward 98:10 strain 52:19 strange 62:4 street 98:10 stress 43:21 44:1 stresses 169:23 stressful 47:18 strip 40:21 strongly 31:15 158:5 structure 108:11 structures 23:6 108:3,8 169:10 struggle 12:8 43:17 43:18	struggled 11:23,23 12:5 studio 38:16 stuff 7:17 25:7,8 33:20 34:20 37:8 72:23 style 39:1 40:3 subcommittee 155:23 subject 22:3,4 30:9 50:12 150:5 169:5 subsequent 76:15 159:23 167:17 subsequently 39:24 55:16 66:12 77:5 84:17 128:21 140:15 145:13 147:23 160:17 163:21 171:7 substance 151:25 subtly 22:17 successful 47:20 suddenly 41:22 46:15 sue 55:13 sued 113:24 suffer 44:6 suffered 15:25 44:6 45:17 64:10 sufficient 162:6 suggest 27:21 64:15 suggested 137:7 145:19,22 suggestion 158:13 suggestions 171:15 suitably 150:25 suite 48:20 sum 106:8 summer 6:9 23:24 24:11 45:19 155:7 sums 105:2 Sunday 2:25 3:2,6 4:11 6:17,22 superficial 54:12 supervised 24:16
--	--	---	---	---

supervision 137:14 146:5,9,21	surely 76:24	T	29:21 72:16 88:8 102:4,4	130:20 148:6 155:11,25 156:5,9 156:14,18 157:14 157:24 158:2,12
supervisor 146:1 146:14,16	surprise 129:10	T-shirt 36:21	talking 6:7,12,16 41:14 69:21 71:6 74:7 111:5 117:2 120:11 121:5 134:4 148:22,23 149:11 150:11 157:24 176:2	terrible 10:22 12:21
supplemental 82:21 84:2 91:2 93:22 98:7 111:5 115:9	surrounding 84:10 94:6	tab 15:14 71:16,17 111:4 122:20 123:15,16 127:12 127:16,16 132:24 136:18 137:12 141:15 174:16	tasks 123:2 tape 5:14 67:17,20 tasks 154:10 team 46:20 47:18 47:24 102:1 153:8 teenage 11:25 27:9 31:7 32:1 38:11 106:12	terribly 16:23 terrified 9:8,8 41:23
supplementary 18:7,9 61:8 62:19 83:20 84:23 92:21 102:3,25 111:7,12	survivor 104:1	tables 8:24 29:6	teeth 97:19,19,21	terrifying 38:4
supplied 84:18	survivor-led 102:17 105:1	tablets 12:16	telephone 13:16 14:2,21 78:9 132:1,16 164:18 167:18 168:5	test 1:17 18:20
support 13:13,14 13:15 50:10 52:22 53:3 58:20 59:21 64:2 78:6,11,22 100:2,9 102:6,16 102:16,17 103:17 104:18 117:24 118:1,2,22 120:3 121:7 123:2 134:11,14 139:21 140:21 143:23,24 144:2	survivors 15:5,6 32:5 71:6 78:17 85:22 96:12 100:9 102:7 104:25 106:2 109:21,22 144:5 171:24 176:15 177:19,23	tailored 157:22	tell 10:3 14:6 27:14 37:22 40:9 45:16 49:16 60:6 114:17 149:23 153:19 161:8 165:3	testament 173:11
supported 139:6 164:22 176:15	suspected 52:11	take 2:5 3:15 12:14 12:15 17:17,17,18 18:23 21:10 22:8 24:17 29:13 38:19 45:4 46:6 56:5 60:3 62:22 63:24 65:21 66:3 70:22 72:11 86:7 106:6 112:23 115:12 122:12 124:9,14 132:23 133:23 137:11 139:9,13 141:13 146:10 147:5 160:22 161:16 177:9	telling 6:8 39:18 51:7 72:20 116:13	testimony 17:10
supporters 155:14	suspend 130:4	takeaway 35:16,18	tells 54:25	thank 1:11,14 7:2 14:1 17:7,8,10,19 18:5,15 45:5,7,12 63:14 64:24 87:8 87:25 88:2,6,25 107:20 110:5,6,20 110:20,21,22 111:14 112:13 114:6,8 124:14 133:23 134:3,6 149:9 172:9 174:4 176:6,21 177:17 178:12 179:12,13 179:21
supporting 70:8,14 106:2	suspended 128:22 129:7,11,11,19 161:21 164:9	taken 7:10,11,13 8:12 12:7 14:7 26:11 30:6 34:4 40:13,14 51:15 52:2 57:18 83:14 95:11 107:10 123:9 138:20 151:15	Temporary 130:21	therapeutic 58:20
supportive 12:7 58:21 59:10 78:8 78:8 166:17 175:3	suspension 129:23 130:21 163:2	take 2:5 3:15 12:14 12:15 17:17,17,18 18:23 21:10 22:8 24:17 29:13 38:19 45:4 46:6 56:5 60:3 62:22 63:24 65:21 66:3 70:22 72:11 86:7 106:6 112:23 115:12 122:12 124:9,14 132:23 133:23 137:11 139:9,13 141:13 146:10 147:5 160:22 161:16 177:9	ten 24:17 48:8	therapist 41:15
suppose 105:11 116:18 118:11 170:25	suspicion 133:12	talk 3:12 8:9,15,16 11:3 41:7 75:18 113:10 124:13,20 134:21 145:9 147:7 155:2,25 159:8,13 164:11 167:1	tends 97:25	therapy 41:16 50:10 52:23 79:11 79:12,15,18,19,21 80:2,5,7
sure 19:10 68:13 71:17 89:15 116:9 119:5 125:18 126:21 128:17 136:7 142:20 145:22 147:4,6 149:25,25 159:2 166:9 168:3 171:25	suspicious 54:4 69:15	takes 98:4	tent 25:21 26:17	they'd 13:5 25:24 27:1 33:17 37:5 40:15 46:17 54:2 62:1 65:4 113:12 141:19,20
	Sussex 22:21 28:12 45:19 51:7 57:2 58:16 59:2,23 60:9,13,19 61:3 61:22 62:5 63:2 69:20 77:1 83:17 96:1 115:20 159:24	talk 3:12 8:9,15,16 11:3 41:7 75:18 113:10 124:13,20 134:21 145:9 147:7 155:2,25 159:8,13 164:11 167:1	tents 25:22,23	thing 6:23 14:14 18:19,23 20:14 26:4 36:5,23 52:4 57:21 65:5 66:23 67:1 71:13 76:6 79:6 108:25 125:19 139:15
	swear 1:8	talked 1:21 6:8 9:14 12:10 20:21	tenure 116:14 159:10,20	
	swimming 40:19,19 41:1		term 39:11,15 171:1	
	swing 40:15,21		terms 54:12 78:24 80:22,24 81:11 83:22 87:1 105:16 107:8 108:21 116:12 117:25 123:22 124:3	
	switch 123:13			
	sworn 1:9,25 17:23 180:3,7			
	sympathetic 96:11			
	symptoms 44:7			
	synod 173:24			
	synods 124:7			

168:10 things 1:16 14:23 15:22 21:7 29:5 31:9 32:20 34:23 36:16 38:23 39:5 39:20 43:24 47:3 49:7 50:17 51:13 53:14,16 59:11 60:18 71:9 79:8 79:24 85:13,16 91:15 97:23,25 98:2,5 99:11,12 100:1 104:14 105:9 107:9 110:7 120:22 127:1 140:20 157:13 159:4,5 165:22 172:1,17 173:5 174:5,25 think 6:1,22 7:23 8:18 10:1 11:1,3,5 11:9,17,21,23 12:17 13:23 14:19 16:8 18:22 20:15 23:11 24:2 29:1 30:7 41:11,11 42:12 43:8,9,15 44:11 45:24 48:7 55:4,5,23 56:1 58:7 62:21 64:19 64:23 65:1,2,7 70:18 73:13 75:3 75:25 76:1 77:19 77:23 78:14,15,21 79:1,2,4,8 80:17 80:21 82:18,18,23 83:13,25 84:3,21 87:11 91:3 93:12 94:7,8,21 95:2,3 95:16,24 96:3,13 96:16,17 97:8 98:3,5,23 99:11 99:14,20,21,21,22 100:13,20,20,23 101:16,17,22	102:1,7 103:14,15 103:17,19,20,21 104:6,10,11,14,17 104:18,19 105:2,5 105:18,18 106:2,7 106:17 107:5,6 108:4,7,14,17,17 108:20,25 109:3,7 109:7,8 110:2,4 111:7,17 116:22 120:20 121:3,13 123:8,10,13 124:3 124:5,17 125:19 129:7 133:6,15 138:10 139:22 146:13 150:23 151:6 154:4 155:18 156:18 157:7,12 160:18 161:3 163:10 164:4 165:1,6 166:2 167:10 169:8 170:14 171:19 172:2,16 173:6,10 174:9 175:12,25 178:7 178:25 thinking 105:19 third 73:24 87:16 88:20 91:9 111:23 150:24 151:13 thorough 18:16 84:16 96:10 thoroughly 48:11 thought 12:15 21:19 25:5,10 26:9,10 40:24 41:18,24 59:9 60:10,19 62:7,14 64:17 65:8,19 66:16,19 76:16 78:7,7 81:23 82:7 82:13 90:6,7,9,22 93:6,7 96:10 128:22 132:10	147:1 149:9 157:3 157:5 175:11,22 thoughts 159:11 171:15 thousands 30:11 threaten 55:13 threatening 172:14 three 4:12 6:4,10 12:4 23:21 47:22 52:3 61:24 62:16 103:25 104:7 106:21 116:18 117:16,21 126:12 126:12 132:16 146:17 three-bedroom 23:20 threshold 25:11 129:22 thrown 62:1 ticket?' 44:23 time 1:20,22 2:24 4:10 5:2 6:10 7:2 8:5 10:22 11:6,16 12:7 15:12,25 16:5,14,15 17:5 18:24 19:21 20:14 20:24 22:13,15 23:9,18 24:6,7,9 25:3,13 26:6,8,9 27:5,20,25 28:13 29:13,13 30:6 31:13 33:14 34:21 34:22 36:8 37:24 43:14 45:4 47:9 47:10,11,14 49:15 49:23 50:15 53:11 55:2 56:19 58:19 59:10 63:8,21 65:9,16 66:12 67:9 73:23 75:15 75:20,22 76:22 77:2,18,20 78:10 78:18 80:23 90:13 91:23 98:5 107:13	110:2,4,10,16,19 113:16,17 115:20 117:4,12,12,21 119:25 120:15,16 121:22 122:18 123:12 125:4,9 127:25 128:3,6,12 131:16,21 134:9 137:10 138:7,20 140:25 141:24 143:2,19 146:25 147:14,19 149:5 149:13 157:3 159:8,11 163:18 163:20 164:11,12 164:15 168:20 169:16 179:17 time--- 72:25 timeline 119:23 timely 168:22 times 3:7 4:13 43:21 44:1 51:11 72:18 119:17 166:10,24 tiny 19:8 23:25 title 2:1 64:6 today 5:20 8:22 106:15 131:11 137:13 179:15 today's 30:11 38:24 69:1 token 24:18 told 6:18 8:14,16 21:9 39:9 47:17 50:19 51:8 52:25 53:10,11,25 54:21 60:15,18 61:21 62:3,23 73:24,25 74:8,9 76:2 81:7 82:16,25 85:3 93:15,24 94:2 110:18 112:2,3 113:12,18,21 114:3 131:6,7 140:4 142:11	145:4 149:12 tomorrow 179:20 tone 46:14 140:12 Tony 40:1 66:19 117:19 126:19 132:7 134:23 135:6,9,14 136:4 136:13 143:10 155:6,12 top 66:5 72:12 73:10 74:19 141:19 174:19 topic 116:21 133:22 topics 124:13 total 69:22 72:15 totally 52:2 touch 5:6 19:17 59:8 61:2 117:20 139:11 145:8 touched 5:12,22 touches 41:21 touching 5:3,4 23:7 24:5,11 touchy-feely 4:14 tour 24:19 30:7 toured 30:8 town 26:13 28:14 38:14 46:21 70:21 track 26:25 27:2 traffic 47:19 trained 115:17 117:3 training 99:17 107:8 116:20,24 117:3,7 118:14 119:2,5,9 122:1 124:8,11 136:5,6 158:23 172:5 173:2,18,19,22 transcript 67:14,20 72:12,12 74:6 86:11,16,18,23 87:7 141:13 transfer 47:19,20 transferring 79:14
--	---	--	--	--

Transit 24:15	70:8 79:12 83:23	understand 2:20	80:22 88:13	verdict 77:8
transpires 66:17	90:22 92:17	3:8 8:4 9:11	uniform 8:24 29:3	vet 11:19
travelled 30:15	107:16 144:6	20:10 21:23 23:9	uninterrupted 80:4	vicar 20:9 31:23
179:10	174:5,13	25:20 27:8 28:1,3	Union 26:12	56:9,10 128:16
travelling 118:13	Tuesday 1:1	32:21 38:10 50:24	unique 41:18	vicar's 23:11
treat 7:23 13:9	turn 78:1 111:3	52:22 53:5 57:2	unit 46:22	vicarage 22:11 27:8
treated 7:20,23,24	127:12 128:21	57:25 59:5 63:21	United 79:13,16	27:25 34:11 35:3
10:18	131:18 138:21	66:2,11 68:13	unknown 62:4	36:19 38:16,17
treatment 10:1	157:17 161:24	75:11 77:1 86:16	unrelated 51:23	40:4
20:1,5 23:17	174:15	86:22 87:4,25	unsatisfactory	Vickery 147:18,21
109:2	turned 46:9 49:13	89:5,25 91:2	140:7	victim 13:15 50:10
trespass 174:8	61:25 74:3 167:24	92:20 94:23 96:6	unstable 44:9	51:17 56:1,3,4,6
trial 13:14 15:11,20	Turning 92:19 96:6	96:21 110:8 116:2	unsupervised	59:21 65:6 72:7
59:6,8,12,12,18	96:20 164:13	162:14 169:4	70:20,23 128:18	133:14 134:17
70:1 76:22 133:11	twice 3:5	174:6,13 176:11	129:8 162:17	135:8 136:10,25
tribute 107:18	twin 34:16	177:17	unwanted 25:14	victims 51:20 53:19
tried 12:13 52:7	two 4:3,12 6:4 13:5	understanding	unwieldy 98:13	54:7,23 55:10,15
90:20,21 93:10	15:3 18:6 28:11	50:7,18 87:9	update 175:4	55:17 65:13,15
109:18,18,19,20	34:14 46:1,4	88:23 94:4 136:15	updated 58:22	69:17,22 78:16
109:23,25 136:3	47:22 51:19 53:14	138:2 151:3,9	upset 26:14,15	82:4,4 96:12
154:16 159:21	83:13 85:24,24	168:18 169:14	upstairs 5:10	100:9 102:7
166:7 168:2	89:9 115:4 125:8	170:16 171:5	urgency 160:9	104:25 106:2
trip 21:10 24:11	130:1 145:1	172:7 173:12,22	use 20:15 22:17	108:2 119:22
26:5 27:16 29:22	156:15,15 159:8	178:8	23:4 39:4,25	140:1 144:4
29:25 33:6 57:18	172:24	understood 89:1	109:18 110:3	164:21 171:24
trips 24:7,12,23,24	types 126:12	135:20 164:23	130:15 146:11	176:15 177:19,23
27:22 29:23 30:4		undertake 90:3	useful 152:25	victims' 113:8,14
30:6,18,19,23,25	U	99:17 145:23	usher 1:8	Victorian 34:19
31:3 33:14 38:13	Uh-huh 112:1	undertaking	usually 24:17 36:21	video 48:21
49:5 70:23	ultimate 148:7,18	117:11	63:10	videotaped 48:13
troop 40:14	ultimately 67:9	undertook 90:1	utterly 43:3 52:14	58:25
troubled 73:9	142:2 148:16	underwear 36:21	52:21 61:25 70:18	view 16:3 32:19
troubling 31:9	154:11 158:25	undetected 61:23		42:23 44:16 49:24
36:16	168:12	61:24	V	56:19 73:18 77:19
true 3:20 6:25 68:9	unable 63:9 138:14	uneasy 72:19,22	Valley 38:15	91:22 95:3 96:8
69:11,13	139:23	unequivocally	value 67:4	99:5,15 102:9
trust 11:11 42:19	unanimous 161:20	110:18	valued 120:10	103:10 123:10
43:6 68:14 69:6	unclear 138:15,19	unexplained 43:23	varied 24:24 118:7	129:18,22 148:9
157:19	uncomfortable	unfair 166:2	various 15:22 19:2	148:10,11 150:21
truth 67:5,7 90:15	46:16 151:14	167:10	21:7 45:14 60:2	152:20,22 153:21
truthfulness 72:19	unconsciously 42:5	unfortunately 27:2	63:9,10,18 89:2	154:6,11 157:10
try 16:8 19:6 22:4	uncooperative 54:2	56:10 60:22 113:7	91:15 94:24	157:12 159:3
29:16 86:4 90:18	underneath 154:2	unguarded 85:12	variously 106:19	161:20 165:6
121:1	154:3	unhappy 63:1	vast 35:23 43:10	167:21 168:3
trying 1:14 32:6	underscore 160:22	66:11,14 68:20	79:24 105:2	169:17 176:14

178:3 views 14:19 85:13 152:5 161:19 vindication 68:7 violence 37:13,14 100:6 violently 37:10,12 Virgin 34:18 visit 21:1 38:13 40:12,14 visitation 90:1 96:6 107:4 visited 31:3 49:2 55:22 131:3 visitors 90:1 96:7 voice 114:19 volunteers 81:23 vomit 37:19 vomited 37:5 vulnerable 28:24	want 1:23 11:10 14:23 17:5 39:25 50:1 52:12 53:21 55:14 61:7 63:16 85:16 89:11 94:20 105:21 106:7 121:6 124:22 145:8 146:2 150:15,18 159:8 164:11 170:25 171:14 177:19 wanted 4:17 11:19 26:25 29:10 31:19 31:20 51:9,17 54:17 55:12,15 60:4 71:11,19,20 85:21 90:14,15,18 102:17,19 134:6 144:12 155:20 156:20 wanting 6:12 wants 124:1 War 81:14 warned 179:19 Warner 15:13 wash 37:6 wasn't 16:16 21:3 22:15 26:6 28:15 32:12,21 36:20 37:7,12,13 40:13 41:1 46:10 48:12 52:10 62:10 65:9 66:14 70:14 74:16 81:1,1 82:17 83:22 85:14 89:3 91:24 93:7 96:2 113:17,18 118:1 120:10 124:5 127:4 129:13 131:15,15 136:15 139:4 140:2 142:20 143:8,14 145:22 146:20 155:18 159:25 166:6 167:20,21	168:5,6,21 169:6 169:21 170:19 171:2 174:3 179:1 watch 26:15 way 10:17 12:1,2 22:5,6 24:2,13 26:16 30:3 34:1 35:15 36:5 37:1 38:12 39:18 41:21 45:24 51:16 57:22 63:1,3 66:3 74:11 74:20 77:4 83:23 84:7 85:14 97:23 98:8,24 105:22 115:15 121:11 122:8 123:6,21 140:13 146:14 151:1 152:25 157:22 162:18 163:15 168:22 172:14,17,19 176:16 178:5 ways 32:5 109:17 We'll 132:12 we're 16:6,23 75:3 weapon 22:2 wear 108:14,16,19 wearing 108:13 website 113:7 115:8 Wednesday 179:24 week 3:5 4:13 21:5 117:14,15,21 118:11 weekend 21:11 weekly 29:15 weeks 24:20 weigh 157:13 weight 119:21 120:16,20 154:20 welfare 63:10 171:24 Wellingborough 34:7 35:11 welter 98:8	went 2:25 3:1 4:10 5:9 6:7 22:19 24:11 28:3,10,13 28:19,25 30:8 31:2 32:11 34:24 35:9 37:16,17 38:13 40:12 45:22 47:8 49:13 55:21 56:13,17 67:7 73:14 82:13 83:7 85:10 106:20 107:14 140:10 164:1 170:18,18 176:16 weren't 7:25 8:16 10:9 36:22 66:2 90:25 168:24 178:10 West 115:20 wet 41:3 whatsoever 21:15 32:8 35:14 36:15 37:25 50:13 53:4 66:9 83:6 whilst 3:22 4:21 32:4 35:4 93:16 100:20 116:2 117:2 121:8 142:7 144:20,22 146:2 150:17 152:17 171:19 white 39:3 77:13 whiter 77:13 wholly 33:23 wide 40:16 wife 155:16 168:1 willing 13:2 78:8 178:9 willingness 32:8 wine 36:7,7,8,8 wisely 105:20 wish 19:16 40:9 45:4 162:18 withdrawal 163:2 withdrawn 11:10	113:15 128:12 162:8 withdrew 17:12 114:10 179:16 withheld 153:5 witness 1:6,7,8,9 2:3 3:16 13:6 17:9,12,15 18:6,7 18:8,21 19:2,12 33:2 39:24 48:7 51:18 53:10 57:14 61:5,8 62:20 67:16 82:21 84:2 84:23 88:12 91:2 92:22 93:22 102:5 111:4,12 114:10 114:14 115:4,9,13 116:2 124:16 133:16 179:14,16 179:19 180:3 witness's 118:19 witnesses 51:22 54:22 55:7 83:1 88:11 89:16 179:15 woefully 164:21 woke 36:17 woman 98:11 women 31:21 35:14 wonder 86:24 111:3 133:20 179:17 wondered 111:22 wondering 87:1 word 20:16 48:25 146:2 words 167:7 wore 28:19 36:21 work 14:19 42:11 47:19 70:20 90:22 90:22 91:12 98:2 98:3 99:17,17,18 99:18 100:8 103:20 112:6 116:4,20 117:14
<hr/> W <hr/>				
waiting 117:18 walked 42:15 94:12 Wallace 55:22 56:14 63:23 64:4 64:6 66:15,17 67:9 69:8 71:8,11 71:21,23 72:2,9 73:16 75:16 86:20 87:15,17,18 129:25 130:6 133:9 134:22 136:24 137:2,8 138:11 141:3,4 142:21 143:12 148:8,20 162:2 163:25 167:1,7,13 167:14,25 168:1,2 168:25 170:6,13 170:22 179:4 Wallace's 65:8 71:25 87:16 153:24 160:19 162:15 169:9,17				

117:18 119:13 146:6 154:16 156:14 162:17 165:23 166:18 173:2 worked 2:7 24:14 42:3,17,17 94:18 115:23 117:15 118:3 119:12 121:12 125:10 146:2 177:24 worker 115:17 167:22,24 workers 78:11 working 78:14 97:16 104:8 115:20 146:24 154:2,14 156:13 161:7 164:14 172:15 workload 103:6 works 99:20 world 59:24 81:14 worlds 13:11 worry 13:21 35:6 39:19 47:15 56:3 worth 83:6 wouldn't 3:15 17:13 19:9 21:25 29:16,18,19 76:23 77:2 100:13 103:4 125:22 134:16 145:18 146:4 147:1 149:2 164:3 177:25 wrap 171:14 write 48:24,24 133:9 138:14 170:20 writing 15:19 55:11 95:21 175:13 written 5:20 15:16 15:18 66:17,18,21 91:8 131:23 136:24 151:20	wrong 46:17 106:3 109:7 175:18 wrote 16:22 53:23 61:4 82:19 117:9 132:25 137:8 139:2 141:3 144:11 154:17 <hr/> X X 180:1 <hr/> Y yeah 8:17 12:18 31:4 39:21 44:21 46:12,13 59:22 60:4 61:9,10,16 73:1 74:23 75:5 77:6 80:13 82:23 85:6 104:6 year 4:1 176:7 Year's 35:8,9 years 3:25 12:17 14:9 15:3 16:4,5 19:22 22:23 26:25 27:9 30:4 31:7,11 31:11 32:1 43:11 45:1 52:3 53:15 53:16 55:6 58:16 58:23 61:24 62:9 62:17 65:17 68:24 77:25 83:9 92:8 106:1,12,21 107:1 107:9,15,15 109:1 115:21 120:9 122:23 137:19 146:17 yesterday 50:17 102:9 103:10 159:17 young 29:24 33:21 59:15 70:22 162:17 younger 3:2 youth 119:13 167:22,24 youths 30:2	<hr/> Z <hr/> 0 <hr/> 1 1 127:12,16 137:12 138:21 150:15 174:16 180:3,5 1.00 86:6 1.03 88:3 10 3:25 19:22 22:23 22:24 24:25 55:6 107:15 120:9 10-year 106:11 10.30 1:2 179:20,24 10.58 17:20 10th 4:2 11 22:22,24 122:20 11-/12-year-old 41:23 11-plus 28:12 11.03 17:22 11.44 45:9 11.45 18:25 45:3 111 180:11 112 86:23 114 180:13,15 11th 4:2 12 3:25 7:25 8:7 11:6 23:24 25:24 36:10 43:11 45:8 68:24 77:25 129:25 169:25 12- 37:24 12-seater 24:14 12.03 45:11 12th 130:7 13 36:10 38:21 43:11 83:9 162:16 175:4 14 12:14 21:14 38:21 118:19 122:6 150:5 14-hour 37:25 14.1 118:20	14.2 118:20 119:15 14.3 120:8 15 29:10 30:25 31:4 34:21 38:21 49:5 65:17 72:12,12 107:15 141:17,19 16 24:25 31:14 86:1 86:1 141:24 16/17 82:21 17 31:15 74:19 106:13 123:15,16 137:16 162:2 176:25 180:7 17.1 122:5 172 180:17 18 4:1 31:11 106:14 135:2,3 142:2 180:9 18.1 124:17 19 31:11,11 41:8 82:20 135:1 141:15 1930s 39:2 1950s 74:18,21 75:6 1954 67:12 70:2 71:1 178:18 197 111:17,18 1970 4:3 1970s 74:11,15,16 1972 4:3,4 159:22 1977 26:7,7 1979 34:5 1980 34:5 1989 42:15 1996 45:20 76:8 106:19 115:18 1997 48:8 50:22 106:20 131:15 142:18 148:24 178:18,22,24 1999 51:6 56:24 59:25 61:22 75:20 76:8 106:21	<hr/> 2 <hr/> 2 150:15 2,000 117:4,6,10 2.02 88:5 20 84:1 136:18 137:12 200 57:22 2000 55:25 65:4 2000s 61:23 2001 179:3,8 2002 65:13 122:15 141:3 159:23 161:14,15 2003 55:24 64:14 77:5 132:6 134:23 136:14 143:10 159:20 2004 62:11 2005 62:6 141:4 2005/2006 62:4 2005/6 62:13 2006 57:3,6 128:5 2006/2007 57:24 2007 57:7 107:1 115:1 128:10 132:15,19 133:4 134:9 145:12 155:3 156:2 176:25 2007/2008 139:9 2008 53:9 60:1 67:13 68:6 69:25 76:12 79:6 82:20 90:19 107:1,2 131:22 132:1,17 137:16 139:20 140:16 2008/2009 79:5 2009 85:5 133:1,17 136:20 144:5 149:11 150:5 174:19 2010 79:6 91:7 111:19 115:2 156:10 160:25
--	---	---	--	--

162:2 175:9,17	40,000 81:14		
2010/2011 80:5	40s 35:13		
2012 12:23 15:11	41 91:4 112:21		
2012/2013 12:22	42 33:1		
2018 1:1 115:6	42.17 157:15		
179:24	47 93:21		
21 176:7	49 93:21 95:1		
21.9 135:2,4			
22 3:16,18 84:22	<hr/> 5 <hr/>		
175:8,17,19	5 147:9		
221 160:23	50 83:9		
228 161:24 162:11	50s 35:13		
23 135:1	56 95:2		
237 131:18			
24 23:21 144:14	<hr/> 6 <hr/>		
25 5:18	6 1:1 128:10 141:10		
250 72:1			
253 175:8	<hr/> 7 <hr/>		
254 175:17,19	7 179:24		
255 176:6	70s 35:19		
26 3:19 84:22	70th 75:23		
26.5 149:13	72 61:5,11,14		
260 127:15	74 62:19		
261 128:21	7A 132:24		
265 130:9 177:4			
27 174:19	<hr/> 8 <hr/>		
278 177:9			
28 133:17	<hr/> 9 <hr/>		
282 177:9	9 2:14 115:6 123:16		
284 177:20	93-page 86:15		
	9th 130:6		
<hr/> 3 <hr/>			
3 15:14 111:4 112:8			
3.06 133:25			
3.20 133:24			
3.21 134:2			
30 91:6,7 111:19			
30-odd 16:4			
32 71:16,17			
331 61:15			
35 12:16 65:22 66:3			
38 65:22 66:4			
<hr/> 4 <hr/>			
4.27 179:22			
40 16:5 91:4 111:17			